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## Representativeness of the European Social Partner Organisations: Audiovisual Sector

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# Representativeness of the European Social Partner Organisations: Audiovisual Sector

## Abstract

This study provides information aimed at encouraging sectoral social dialogue in the audiovisual sector. The study is divided into three parts: a summary of the sector's economic and employment background; an analysis of the social partner organisations in all EU Member States, with emphasis on their membership, their role in collective bargaining, social dialogue and public policy, and their national and European affiliations; and finally an analysis of the relevant European organisations, particularly their membership composition and their capacity to negotiate. The aim of the EIRO series of representativeness studies is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus of these studies arises from the goal of the European Commission to recognise the representative social partner organisations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU).

## Keywords

audiovisual sector, European Union, social partner organizations, industrial relations

## Comments

### Suggested Citation

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# Representativeness of the European social partner organisations: Audiovisual sector

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This report is available in electronic format only.

*This study provides information aimed at encouraging sectoral social dialogue in the audiovisual sector. The study is divided into three parts: a summary of the sector's economic and employment background; an analysis of the social partner organisations in all EU Member States, with emphasis on their membership, their role in collective bargaining, social dialogue and public policy, and their national and European affiliations; and finally an analysis of the relevant European organisations, particularly their membership composition and their capacity to negotiate. The aim of the EIRO series of representativeness studies is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus of these studies arises from the goal of the European Commission to recognise the representative social partner organisations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU).*

## Objectives of the study

The aim of this [representativeness](#) study is to:

- identify the relevant national and supranational social actors (that is, the trade unions/employee organisations and employer organisations) in the field of industrial relations in the audiovisual sector;
- show how these actors relate to the sector's European interest associations of labour and business.

The impetus for this study, and for similar studies in other sectors, arises from the aim of the European Commission to identify the representative social partner associations to be consulted under the provisions of the [Treaty on the Functioning of the European Union](#) (TFEU). Hence, this study seeks to provide the basic information needed to set up sectoral [social dialogue](#) in the audiovisual sector. The effectiveness of European social dialogue depends on whether its participants are sufficiently representative in terms of the sector's relevant national actors across the EU Member States. Only European associations that meet this precondition will be admitted to the European social dialogue.

## Concept and methodology at a glance

To accomplish these aims, the study identifies the relevant national social partner organisations in the audiovisual sector via a top-down approach (list of members of European social partners at national level) and a bottom-up approach (using national correspondents from the [European Industrial Relations Observatory](#) (EIRO)). This involves clarifying the unit of analysis at both national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related'.

A **European association** is considered a relevant sector-related interest association if it is on the Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 of the TFEU and/or it participates in the sector-related European social dialogue and/or it has requested to be consulted under Article 154 of the TFEU.

**National associations** are considered a relevant sector-related interest association if they meet both criteria A and B:

- A: The association's domain relates to the sector.
- B: The association is: (1) either regularly involved in sector-related collective bargaining and/or (2) affiliated to a 'sector-related' European association of business or labour on the Commission's list of European social partner organisations consulted under Article 154 of the TFEU and/or which participates in the sector-related European social dialogue.

Sector relatedness (criterion A) is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE) to ensure the cross-national comparability of the

study's findings. More specifically, the audiovisual sector is defined as embracing NACE (Rev. 2) codes J.59 and J.60. This includes the following activities:

- J59: Motion picture, video and television programme production, sound recording and music publishing activities;
- J60: Programming and broadcasting activities.

A more detailed description of how it is established that an organisation is 'sector-related' is given in Annex 1.

With regard to criterion B(2), taking affiliation to a European social partner organisation as sufficient to determine a national association as a social partner does not necessarily imply that the association is involved in industrial relations in its own country. Although this selection criterion may seem odd at first glance, a national association that is a member of a European social partner organisation will become involved in industrial relations matters through its membership of the European organisation. Furthermore, it is important to assess whether the national affiliates to the European social partner organisations are engaged in industrial relations in their respective countries. Affiliation to a European social partner organisation and/or involvement in national **collective bargaining** are of utmost importance to the European social dialogue, since they are the two constituent mechanisms that can systematically connect national and European levels.

The specific conditions of the audiovisual sector, which in a number of countries is based primarily on companies providing public broadcasting services, led to the decision with Eurofound's agreement to include companies that provide public broadcasting services as employers in the study. In addition, we have included at the end of the study individual private companies that are affiliated to a 'sector-related' European association because of their relevance in the sector.

According to the definition of the activities covered by this representativeness study (that is, NACE (Rev. 2) classes J59 and J60), the organisations listed by the European Commission as a social partner organisation consulted under Article 154 of the TFEU are as follows.

On the employees' side:

- UNI-Europa Media, Entertainment and Arts Group ([EURO-MEI](#));
- European Federation of Journalists ([EFJ](#));
- European Group of the International Federation of Actors ([EuroFIA](#));
- International Federation of Musicians ([FIM](#)).

On the employers' side:

- European Broadcasting Union ([EBU](#));
- European Coordination of Independent Producers ([CEPI](#));
- Association of Commercial Television ([ACT](#));
- Association of European Radios ([AER](#));
- International Federation of Films Producers Association ([FIAPF](#)).

In addition, the study considers any other sector-related European associations with sector-related national associations as defined below.

Data were collected for the study via a standard questionnaire through EIRO approaches to national organisations. To ensure the quality of the information gathered, several verification procedures and feedback loops with the different parties involved (European and national level social partner organisations, European Commission, Eurofound) were applied (see Annex 1).

## Employment and economic trends

According to Eurostat's Business Structural Statistics for 2009, the audiovisual sector covers more than 100,000 companies in Europe. This statistical set does not cover public administration and (largely) non-market services and so does not include the main public broadcasting services.

The majority of companies (about 89%) are involved in activities associated with the production of motion picture, video and television programmes; sound recording; and music publishing (NACE J59). In these activities, the average number of employees per company is below five. For programming and broadcasting activities (NACE J60), the average number of employees per company is over 21.

These figures highlight the importance of small- and medium-sized enterprises (SMEs) in the audiovisual sector. Hence, 73% of the companies in the sector are micro-enterprises (fewer than 10 employees) and 97% are small enterprises (fewer than 50 employees). This structure characterised by small enterprises is higher in the case of motion picture, video and television programme production, sound recording and music publishing activities (99%) than in programming and broadcasting activities (65%).

According to Eurostat's Labour Force Survey (LFS) 2012, the sector employed more than 760,000 people in the EU27 in the second quarter of 2012. According to the most recent data available, employment in the sector does not seem to have been especially affected by the economic crisis. However, the two subsectors have both been hit at different times during the crisis. Despite this, more recent developments in the sector demonstrate employment reduction practices in a number of countries, with a particular incidence in companies providing public broadcasting services.

## Employment characteristics

The statistics given below are based on LFS data for 2010.

### *Gender*

Men made up the majority of employees, with more than 60% in both subsectors in 2010. The proportion of women was relatively higher in programming and broadcasting activities (39.9%) in 2010 than in motion picture, video and television programme production, sound recording and music publishing activities (34.6%). In both cases, however, their share was lower than the average female share in employment in the whole economy of EU27 (45.5%).

### *Age*

The composition of the workforce by age groups in 2010 showed that motion picture, video and television programme production, sound recording and music publishing activities had a younger workforce than programming and broadcasting activities, in particular employing more people aged between 15 and 24 (11.4% and 8.6% respectively).

### *Type of employment contract*

As highlighted in a 2010 European Commission [report \(1.23MB PDF\)](#) on recent developments in European sectoral social dialogue, workers in the audiovisual sector are particularly affected by atypical work, part-time work and unsocial working time.

Self-employment and non-employee relationships represented 21.4% of total employment in the sector in 2010 compared with 16.1% of total employment in the EU27. This affects unionisation opportunities in the sector; in particular, according to EURO-MEI, freelancers are often hindered by anti-trust laws in joining trade unions and thus have no access to collective bargaining. Temporary employees represented 21.4% of employees in the sector in 2010 compared with 11.7% of total employees in the EU27. Unsocial working hours were reported by 26.1% of workers in the sector.

Furthermore, 6.2% of workers in the sector had more than one job in 2010. This is one reason why some national data reports show a decrease in employees in the sector while total employment remains constant. This seems to be the case of the Czech Republic, Lithuania, Romania and the UK, while in Spain and Portugal, the decrease is general in both employment and number of employees.

### *Educational attainment and occupations*

However, workers in the audiovisual sector generally had a higher level of educational attainment in 2010 compared with total employees in the EU27.

- 52.1% had a high level of educational attainment compared with 29% of total employees;
- 40% had a medium level of educational attainment level compared with 49.2% of total employees;
- only 7.9% had a low level of educational attainment compared with 21.5% of total employees.

Owing to this relatively higher education level, the majority of workers in the sector in 2010 were:

- ‘technicians and associate professionals’ (37.8% compared with 16.6% of total employment);
- ‘professionals’ (31.9% compared with 14.6% of total employment).

These categories were followed by:

- ‘legislators, senior officials and managers’ (11.6% compared with 8.2% of total employment);
- ‘clerks’ (8.8% compared with 10.6% of total employment).

### **Long-term trends**

The progressive liberalisation of audiovisual industries has led to an increasing division of labour across the value chain. Research conducted for the European Commission by the Institut des Sciences du Travail ([IST](#)) at the Catholic University of Louvain concluded in a [2005 report \(2.61MB PDF\)](#) that overall the sector had experienced increasing competition, greater demand for flexibility by employers, and a growing lack of job security and deteriorating working conditions.

Moreover, according to the EFJ, many workers from the audiovisual sector face irregular and unpredictable employment opportunities, atypical contractual relationships and lack of control over their working conditions ([EU0712029I](#)). In parallel, in some countries the use of self-employed people is an ever-increasing phenomenon and undeclared work was highlighted by the Social Dialogue Committee in the Audiovisual Sector ([SCDAS](#)) as a problem in the sector in [joint position on the Green Paper \(143KB PDF\)](#), *Modernising labour law to meet the challenges of the 21st century*, issued in April 2007.

The [Sofia Declaration \(519KB PDF\)](#) by the social partners on promoting social dialogue in the audiovisual industry following a European seminar in October 2010 encourages the development of social dialogue at national level and specifically highlights the necessity to include the diversity of workers, contracts and employment situations in workers’ representation and the diversity of employers in the sector (public, private and so on) in employers’ organisations.

Tables 1 and 2 provide a general overview of the development of the sector from 2000 to 2010. Most of the data in the two tables come from national sources (and are collected by national centres). Due to the low employment level in the sector, in some cases data are not completely reliable. In addition, the revision of the NACE classification strictly speaking makes comparison invalid and the figures should therefore be used with caution.

The audiovisual sector is rather small and has a very minor presence in several EU27 countries, a fact which could have an influence on the (low) degree of representation in some countries. In 16 of the 20 Member States with available data for 2000 and 2010, the number of companies increased though in many cases this does not imply a relevant increase in employment. In some cases the sector is apparently being fragmented into enterprises with fewer workers (see, for example Estonia

and Spain, where the number of companies has increased and employment has decreased). In contrast, the number of companies has decreased in five countries. In some cases this seems to be linked to a huge employment decrease (Portugal, Spain) or to a small reduction in employment (Hungary, Romania), while in other cases this could be attributable to a trend towards market concentration (Netherlands).

**Table 1: Total employers and employment, 2000 and 2010**

	Year	Number of companies	Total employment	Female employment	Male employment	Share of sectoral employment as % of total employment in EU economy
<b>AT</b>	2000	na	na	na	na	na
	2010	2,148	11,484	na	na	~0.3
<b>BE</b>	2000	na	na	na	na	na
	2010	~350	~9,740	na	na	~0.21
<b>BG</b>	2008	na	na	na	na	na
	2010	na	na	na	na	na
<b>CY</b>	2005	109	2,048	na	na	0.65
	2010	176	2,200	932	1,268	0.59
<b>CZ</b>	2000	3,852	13,200	6,500	6,700	0.28
	2010	6,074	17,000	4,600	12,400	0.35
<b>DE</b>	2000	na	na	na	na	na
	2010	12,446	130,000	55,000	75,000	3.3
<b>DK</b>	2001	1,436	11,993	7,151	4,842	0.4
	2010	1,947 (2009)	13,069	7,966	5,103	0.5
<b>EE</b>	2005	233	14,900	6,200	8,700	2.4
	2010	359	12,400	4,200	8,200	2.2
<b>EL</b>	2008	125	16,734	6,378	10,356	0.37
	2010	414	18,509	5,780	12,729	0.42
<b>ES</b>	2008	10,297	88,800	31,800	57,000	0.4
	2010	11,891	74,000	26,000	48,000	0.4
<b>FI</b>	2000	718	9,883	4,512	5,371	0.5
	2010	1,554	9,846	4,432	5,414	0.4
<b>FR</b>	2000	6,352	na	na	na	na
	2009	8,995	na	na	na	na
<b>HU</b>	2008	7,318	8,081	na	na	na
	2010	7,241	7,546	na	na	na



	Year	Number of companies	Total employment	Female employment	Male employment	Share of sectoral employment as % of total employment in EU economy
<b>IE</b>	2000	na	na	na	na	na
	2007	567	5,440 (full-time equivalents)	na	na	na
<b>IT</b>	2001	7,602	55,892	22,556	33,336	0.23
	2009	8,626	63,459	25,609	37,850	0.79
<b>LT</b>	2006	233	na	na	na	na
	2011	239	na	na	na	na
<b>LU</b>	2000	na	na	na	na	na
	2010	<1500	na	na	na	0.43
<b>LV</b>	2000	173	1,272	832	440	0.16
	2010	284	2,574	1,299	1,275	0.3
<b>MT</b>	2005	549	1,359	424	935	0.76
	2010	602	1,450	448	1,002	0.73
<b>NL</b>	2000	2,241	na	na	na	na
	2010	2,040	na	na	na	na
<b>PL</b>	2000	na	na	na	na	na
	2010	10,858	29,600	9,800	19,800	0.2
<b>PT</b>	1999	1,942	25,032	na	na	1.0%
	2010	869	9,467	na	na	0.3%
<b>RO</b>	2008	2589	na	na	na	na
	2010	2251	na	na	na	na
<b>SE</b>	2003	1,200	na	na	na	na
	2010	1,704	na	na	na	na
<b>SI</b>	2000	300	3,260	1,364	1,896	0.4
	2010	709	3,614	1,445	2,169	0.44
<b>SK</b>	2000	211	2,100	900	1,200	0.1
	2010	721	5,900	2,600	3,300	0.21
<b>UK</b>	2000	na	140,986	58,514	82,472	0.55
	2010	17,490	144,298	41,679	102,619	0.5

*Notes: According to Eurostat's definition, the term 'employees' refers mainly to salaried employees, while the figures for employment would include the self-employed and*

temporary agency workers. However, national definitions may deviate from this. The table should therefore be read in conjunction with the respective national contribution. For detailed description of sources please refer to national reports.

na = not available

Source: EIRO national centres, national statistics

**Table 2: Total employees, 2000 and 2010**

	Year	Total employees	Female employees	Male employees	Share of sectoral employees as % of total employees in EU economy
<b>AT</b>	2000	8,965	3,997	4,968	0.3
	2010	8,517	3,918	4,599	0.28
<b>BE</b>	2000	na	na	na	na
	2010	6,251	2,678	3,573	0.14
<b>BG</b>	2008	9,845	4,861	4,984	na
	2010	8,570	4,706	3,864	0.3
<b>CY</b>	2005	2,029	na	na	0.71
	2010	2,189	929	1,260	0.62
<b>CZ</b>	2000	10,300	5,600	4,700	0.26
	2010	11,600	3,900	7,700	0.29
<b>DE</b>	2000	na	na	na	na
	2010	95,543	45,088	50,505	3.4
<b>DK</b>	2001	11,115	4,712	6,403	0.4
	2010	11,527	4,874	6,653	0.5
<b>EE</b>	2005	13,800	6,000	7,800	2.5
	2010	10,900	4,200	6,700	2.1
<b>EL</b>	2008	14,508	6,125	8,383	0.49
	2010	16,954	5,448	11,506	0.59
<b>ES</b>	2008	75,800	28,600	47,100	0.4
	2010	64,000	23,000	41,000	0.4
<b>FI</b>	2000	9,787	4,502	5,275	0.4
	2010	9,211	4,339	4,872	0.4
<b>FR</b>	2000	162,610	63,418	99,192	0.71
	2009	179,234	71,694	107,540	0.74 (2008)
<b>HU</b>	2008	8,081	na	na	na
	2010	7,546	na	na	0.3
<b>IE</b>	2000	na	na	na	na

	Year	Total employees	Female employees	Male employees	Share of sectoral employees as % of total employees in EU economy
	2007	6,905	na	na	0.3
<b>IT</b>	2001	45,589	20,046	25,543	0.26
	2009	53,470	23,511	29,959	0.3
<b>LT</b>	2006	2,921	na	na	0.24
	2011	2,264	na	na	0.21
<b>LU</b>	2000	na	na	na	na
	2010	na	na	na	na
<b>LV</b>	2000	1,245	812	433	0.16
	2010	2,268	1,149	1,119	0.46
<b>MT</b>	2005	1,135	403	732	na
	2010	1,227	421	856	na
<b>NL</b>	2000	129,900	61,900	68,000	1.8
	2010	179,300 (2009)	85,200	94,100	2.3
<b>PL</b>	2000	na	na	na	na
	2010	na	na	na	na
<b>PT</b>	1999	24,130	na	na	1.1
	2009	8,904	na	na	0.3
<b>RO</b>	2008	21,125	na	na	0.42
	2010	17,758	na	na	0.41
<b>SE</b>	2003	13,995	na	na	0.37
	2010	15,647	na	na	0.39
<b>SI</b>	2000	3,153	1,338	1,815	0.44
	2010	3,155	1,378	1,777	0.43
<b>SK</b>	2000	1,500	700	800	0.08
	2010	4,400	2,000	2,000	0.21
<b>UK</b>	2000	110,791	49,613	61,178	0.46
	2010	97,902	33,834	64,068	0.39

*Notes: For detailed description of sources please refer to national reports.*

*na = not available*

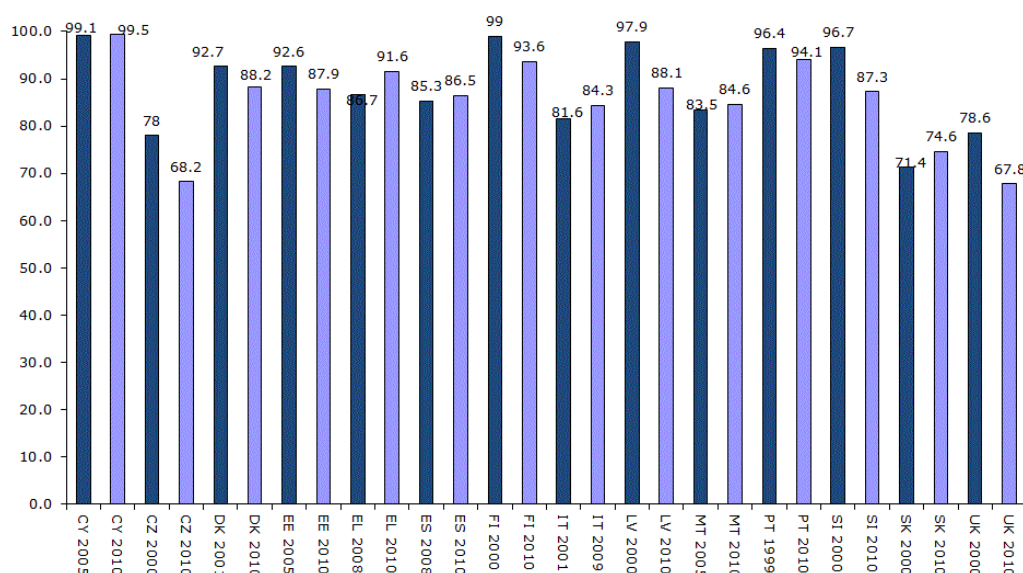
*Source: EIRO national centres, national statistics*

Female employment was higher than the European average in Denmark, Finland and Latvia, and also Belgium in the case of employees, but lower in Greece, Malta and the UK. There was increase in overall employment in the sector in 11 out of the 15 countries for which comparative data are available, with only Estonia, Hungary, Portugal and Spain showing a decrease (Table 1).

Data on the evolution of employees from 2000 to 2010 show significant differences (Table 2). In this case, 10 out of the 22 countries for which comparative data are available show a decrease in the number of employees. However, two countries studied either maintained or increased employment and a reduced number of employees (Finland, UK); the increase in employment in these countries is attributed to self-employment. The use of self-employed workers, sporadic workers, as well as other atypical contractual relationships, also implies new orientations in the organisation of work and the individualisation of wage formation and working conditions. According to the [IST report \(2.61MB PDF\)](#), these were not being addressed by industrial relation structures at the time of writing.

Figure 1 shows the evolution share of employees in employment since the beginning of the 2000s to 2010 in 14 countries where data are available. The share of employees in employment increased during this period in four out of 14 countries; in Greece, Italy and Spain, data suggest that employment reduction has mainly affected self-employment, while an increase of employees in employment is recorded in Slovakia. In eight countries, the share of employees in employment fell – with larger declines seen in the Czech Republic, Latvia, Slovenia and the UK.

*Figure 1: Share of employees in employment, 2000–2010*



**Figure 1: Share of employees in employment, 2000–2010**

**Note:** For a detailed description of sources please refer to national reports.

**Source:** Authors' elaboration according to data from national centres and national statistics

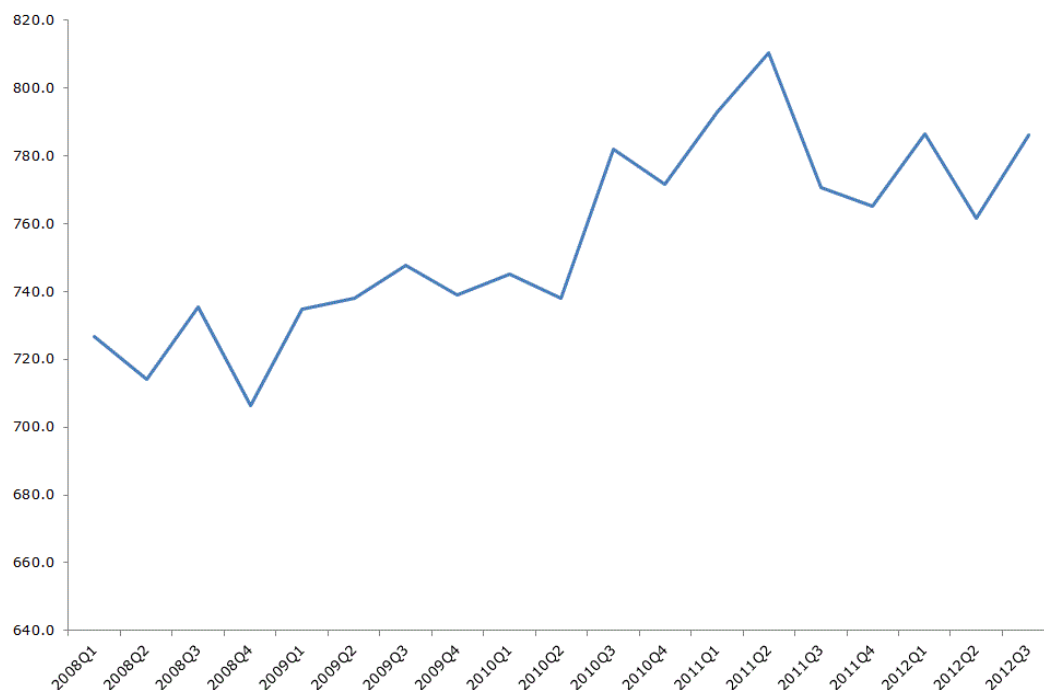
The available data for 2010 show that self-employment and other non-employee relationships (apprentices, freelancers and so on) were especially relevant in Austria, the Czech Republic, Germany, Slovakia and the UK. However, the relevance of non-standard employment forms remained low in Cyprus, Finland, Greece and Portugal.

## Recent developments

According to LFS data the employment level in the audiovisual sector across the EU27 has not been affected particularly hard by the economic recession, with employment growth being relatively

stable overall (Figure 2). Employment dropped to just over 700,000 in the fourth quarter of 2008, stayed at around 740,000 from beginning of 2009 until mid-2010, and peaked at 810,000 workers in the second quarter of 2011. Although this peak was not maintained, employment still stood at 760,000–785,000 in the first three quarters of 2012.

*Figure 2: Employment in the audiovisual sector, 2008–2012*



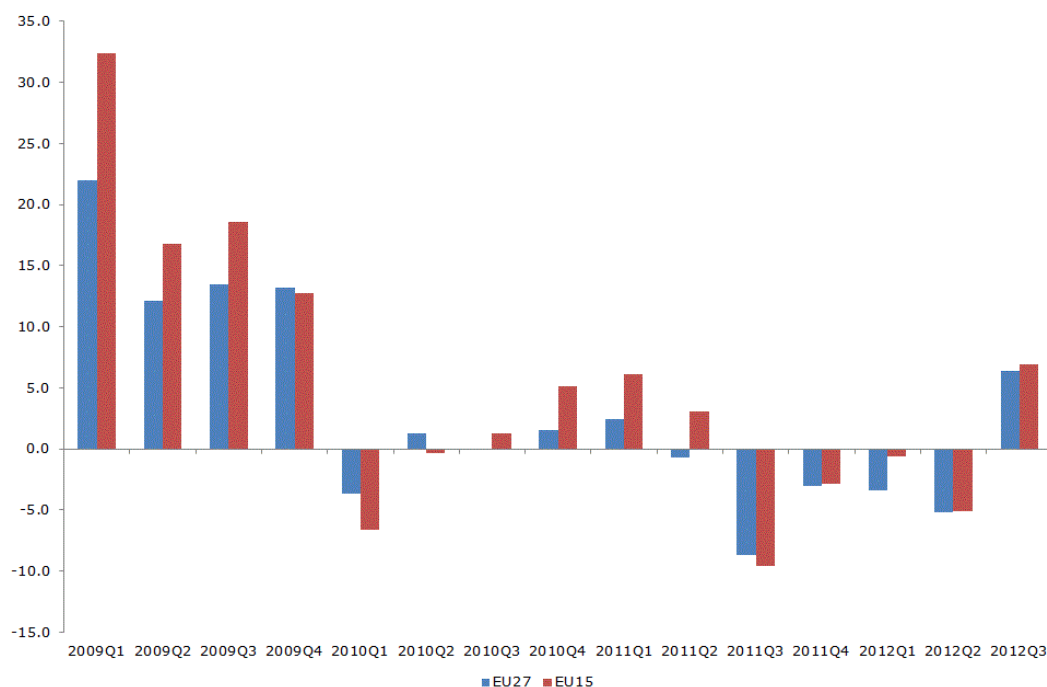
**Figure 2: Employment in the audiovisual sector, 2008–2012**

**Note:** Employment data include: salaried employees, self-employed and temporary agency workers.

**Source:** LFS (2012), Employment by sex, age and detailed economic activity (lfsq\_egan22d)

However, the aggregate data hide different developments at subsectoral and national level. Figures 3 and 4 show the percentage change of employment compared with the same quarter in the previous year for the two subsectors. While the programming and broadcasting industry still displayed high rates of employment growth at the beginning of the crisis in 2009, the production sector was losing employment. In contrast, when employment levels in the latter picked up again, employment in the programming industry was adversely affected.

*Figure 3: Employment in the programming and broadcasting subsector, 2009–2012*

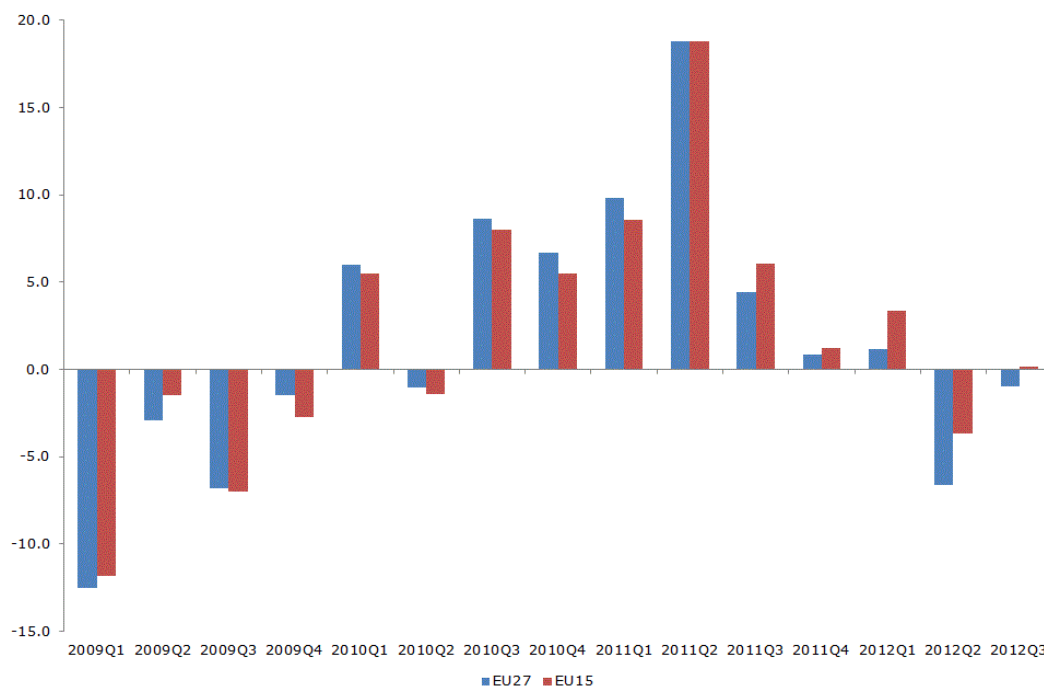


**Figure 3: Employment in the programming and broadcasting subsector, 2009–2012**

Note: Percentage change to same quarter in previous year

Source: LFS (2012), Employment by sex, age and detailed economic activity (lfsq\_egan22d)

*Figure 4: Employment in motion picture, video and television programme production, sound recording and music publishing activities subsector, 2009–2012*



**Figure 4: Employment in motion picture, video and television programme production, sound recording and music publishing activities subsector, 2009–2012**

Note: Percentage change to same quarter in previous year

Source: LFS (2012), Employment by sex, age and detailed economic activity (lfsq\_egan22d)

## National level of interest representation

The analysis of the national level of interest representation focuses on:

- the membership domain and strength of the organisations;
- their role in collective bargaining;
- their role in public policymaking.

## Membership domain and strength

The study uses the quantitative data on membership and relative strength collected through the EIRO network of correspondents from the categories listed in Table 3.

**Table 3: Definitions of membership**

Type of organisation	Membership	Density
<b>Employee</b>	Number of active members in employment Number of active members in employment in audiovisual sector	Sectoral density: number of active members in employment in audiovisual sector divided by total number of employees in audiovisual sector
<b>Employer</b>	Number of member companies Number of employees working in member companies Number of member companies in audiovisual sector Number of employees working in member companies in audiovisual sector	Sectoral density (companies): number of member companies in audiovisual sector divided by total number of companies in audiovisual sector  Sectoral density (employees): number of employees working in member companies in audiovisual sector divided by total number of employees in audiovisual sector

### *Trade unions and employee interest representation*

The names and abbreviations of the various trade unions and employee interest representation bodies are listed in Table A2I in Annex 2. Data on the domains and membership strength of the employee organisations are presented in Tables A2II and A2III, which list all sector-related organisations which are either involved in collective bargaining and/or affiliated to one of the European level organisations.

Specific to the audiovisual sector on the employee's side, at least one European level organisation (EFJ) has some 'interest representations' rather than genuine trade unions as affiliates. These are not involved in collective bargaining at national level and also do not often have a national status as trade union. Nevertheless, they are included in this study because, via their membership of European level organisations, they take part in sector-related social dialogue.

All 27 countries have at least two sector-related trade unions or employee organisations. A total of 169 sector-related employee organisations were identified that meet the criteria to be included in this representativeness study.

The employee representation landscape is generally dispersed. In the vast majority of countries (that is, three-quarters of all Member States), four or more sector-related trade unions or interest representations were found. The organisation of the employee side is scattered, especially in France which has 21 organisations included in the study. As described in the French national contribution, this has led the French authorities to ask the social partners to clarify and simplify their collective bargaining system.

In four countries (Austria, Hungary, Luxembourg, Malta), only two sector-employee organisations were recorded. Three employee organisations are included in Denmark, Lithuania, Latvia and Slovakia.

The undefined boundaries of the audiovisual sector mean that no employee organisations have demarcated their domain in a way which is congruent with the sector definition. This highlights the fact that the statistical definitions of the sector's business activities differ from the lines of how employees identify their interests. The latter are based mainly on trades, occupational categories or being employed in public and semi-public broadcasting companies.

**Sectional overlaps** prevail in the audiovisual sector, being found in 63% of the cases (Figure 5). This circumstance usually derives from domain demarcations that focus on certain categories of



employees, which are then organised across several or all sectors. Employee categories are specified by various parameters as indicated below.

**Distinct occupations** include:

- actors and directors – Actors’ Union of Cyprus (EHK); Federation of Artists of the Spanish State ([FAEE](#)) and Organization of Actors’ and Actresses’ Union of the Spanish State ([OSAAEE](#)); Union of Finnish Actors ([SNL](#)); Trade Union of Italian Actors ([SAI](#)); Trade Union of Polish Actors ([ZZAP](#)); Slovenian Association of Dramatic Artists ([ZDUS](#)); and Actors’ Commune of Slovakia (HOS);
- technicians – Association of Entertainment Institutions Trade Unions (USIS) in Romania and Building; and Allied Trade Union ([BATU](#)) in Ireland;
- musicians and dancers – German Orchestra Association ([DOV](#)); Estonian Professional Dancers Union ([EKTL](#)); Finnish Musicians Union ([SML](#)); National Federation of Musician Artists’ Unions ([SNAM CGT](#)) and National Musicians Union (Force Ouvrière) ([SNM-FO](#)) in France; and Musicians Union of Ireland ([MUI](#));
- performers – [EQUITY](#) in the UK;
- artists – Free Union of Artists (Force Ouvrière) ([SNLA-FO](#)) in France;
- journalists – Union of Cyprus Journalists ([EŠK](#)); Syndicate of Journalists of the Czech Republic ([SNCR](#)); German Federation of Journalists ([DJV](#)); Federation of Associations of Journalists of Spain ([FAPE](#)); Finnish Union of Journalists ([SJL](#)); National Union of Journalists (General Confederation of Labour) ([SNJ-CGT](#)), National Union of Journalists ([SNJ](#)), General Union of Journalists (Force Ouvrière) ([SGJ-FO](#)) and Union of Journalists (French Democratic Confederation of Labour) ([USJ-CFDT](#)) in France; National Federation of the Italian Media ([FNSI](#)); Lithuanian Journalists Union ([LŽS](#)) and Lithuanian Journalists’ Association ([LŽD](#)) in Lithuania; Association of Luxemburgish Journalists ([ALJ](#)); Dutch Association of Journalists ([NVJ](#)); Association of Journalists of the Republic of Poland ([SDRP](#)); Union of Journalists ([SJ](#)) in Portugal; Slovak Syndicate of Journalists ([SSN](#)); Slovene Association of Journalists ([DNS](#)); and National Union of Journalists ([NUJ](#)) in the UK.

Examples of **employment status** include:

- white-collar workers – Union for Municipal Employees and the Small Arts, Media, Sports and Liberal Professions ([GdG-KMSfB](#)) and Union of Salaried Employees, Graphical Workers and Journalists ([GPA-djp](#)) in Austria; Belgian Union of White-Collar Staff, Technicians and Managers ([SETCa-BBTK](#)) and National Federation of White-Collar Workers ([CNE-LBC](#)) in Belgium; Employees’ Union of Cyprus Broadcasting Corporation (EYRIK); Danish Metalworkers’ Union ([Dansk Metal](#)); The Union ([De Unie/MHP](#)) in the Netherlands; Union of Associated Artists FORUM ([ZZST FORUM](#)) in Poland; Trade Union Association of Professional Musicians of Slovakia ([Únia-OZ PHS](#)); and Graduates Union of Culture and Information ([DIK](#)) and Unionen ([Unionen](#)) in Sweden;
- blue-collar employees – Employees’ Union in Technical Services of Cyprus Broadcasting Corporation (SYTYRIK) and French Performers’ Union ([SFA](#));
- self-employed – Union Conference of Freelance Workers in Culture and Media at GLOSA ([SUKI-GLOSA](#)) in Slovenia;
- workers in public companies – General Confederation of Public Services ([CGSP-ACOD](#)) and Federation of Liberal Trade Unions of Belgium ([CGSLB-ACLVB](#)) in Belgium; Local Authority Workers’ and Employees’ Trade Union ([SIDIKEK](#)) in Cyprus; Trade Union of Workers of the Mass Media of the Czech Republic ([OS MEDIA](#)); Federation of Trade Unions of Hungarian Posts and Communications Employees ([PHDSZS](#)) in Hungary; and Education, Science and

Culture Trade Union of Slovenia ([SVIZ](#)) and Union of Cultural and Artistic Creators of RTV Slovenia ([SKUU RTV](#)).

Some unions are only active in certain **geographical regions** such as the Services Federation of the Galician Interunion Confederation ([Servizos CIG](#)), Basque Workers' Solidarity ([ELA-STV](#)) and the Catalan Musicians' Union (UMC) in Spain, and the Athens Daily Newspapers Staff Union ([EPIEA](#)) in Greece, which are active only in certain regions.

Domain demarcations resulting in **overlap** in relation to the sector occur in 21% of cases (Figure 5). Overlap by and large arises from two different modes of demarcation. The first one refers to general (for example, cross-sectoral) domains – General Workers' Union ([GWU](#)) in Malta and the Dutch Trade Union Federation ([FNV](#)). The second and more frequent mode relates to various forms of multi-sector domains, covering continuous sectors, frequently in the broader distribution of private services segments of the economy such as:

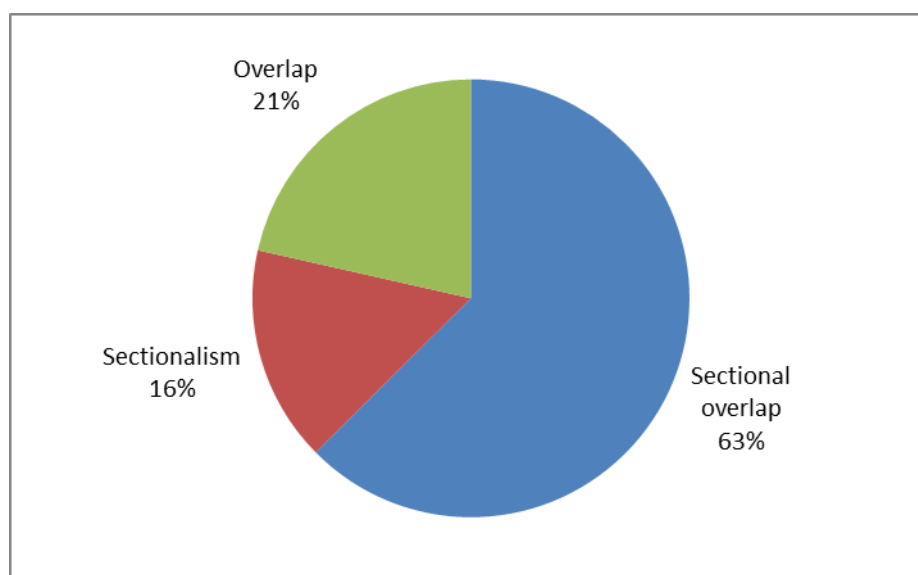
- United Services Union ([ver.di](#)) in Germany;
- Film and TV Workers' Union ([FAF](#)) in Denmark;
- National Union of Directors, Technicians from the Audiovisual and Film Industries (Force Ouvrière) ([FASAP-FO](#)), Communications Federation of the French Confederation of Christian Workers (FEDECOM-CFTC), National Union of Media (French Democratic Confederation of Labour) ([SNM-CFDT](#)), Independent Union of Artists and Performers (National Union of Autonomous Trade Unions Confederation) ([SIA-UNSA](#)) and United Union for Culture & Media Solidarity ([SUD](#)) in France;
- Union of Printing Houses, Media and Culture ([OGBL-FLTL](#)) in Luxembourg;
- Latvian Trade Union Federation for People Engaged in Cultural Activities ([LKDAF](#));
- Christian Services Trade Union – Media ([CNV Media](#)) in the Netherlands;
- Union of Audiovisual Media ([SMAV](#)), National Union of Telecommunication and Audiovisual Workers ([SINTTAV](#)), Democratic Union of Communication and Media Workers ([Sindetelco](#)), National Union of Telecommunication and Audiovisual Communication Workers ([STT](#)) and Union of Musicians, of Professionals in Live Performance and of Audiovisual ([CENA](#)) in Portugal;
- Romanian Federation of Journalists ([MediaSind](#)), Association of Culture Industry Trade Unions (USRC) and Federation of Performing Artists Unions of Romania (FAIR) in Romania;
- Federation of Citizens Services of the Trade Union Confederation of Workers' Commissions ([FSC-CCOO](#)), Services Federation of the General Workers Confederation ([FeS-UGT](#)) and Workers' Union Organisation – Services Area ([USO-AS](#)) in Spain;
- Swedish Union for Theatre, Artists and Media ([TE](#)) in Sweden;
- Union of Culture of the Republic of Slovenia ([GLOSA](#)) and Union Conference of Musicians at GLOSA (GLOSA-SKG) in Slovenia;
- Broadcasting, Entertainment, Cinematograph and Theatre Union ([BECTU](#)) and Musicians' Union ([MU](#)) in the UK.

Finally, **sectionalism** arising from the existence of sector-specific employee organisations and those that do not organise employees outside the audiovisual sector, can be found in 16% of cases (Figure 5). Examples of the former include:

- directors – French Union of Directors (General Confederation of Labour) ([SFR-CGT](#)) and National Union of Directors and Technicians from the Audiovisual and Film Industries (Force Ouvrière) ([FORTAC-FO](#)) in France;
- blue-collar workers – Confederation of Christian Trade Unions Transcom Culture ([CSC-ACV](#)) in Belgium; National Union for Radio and Television (Force Ouvrière) ([SNFORT](#)) in France;

- Union of Greek Private Television Technicians of Attica ([ETITA](#)) and Greek Union of Film, Television and Audiovisual Technicians ([ETEKT-OT](#)) in Greece;
- white-collar workers – Danish Union of Journalists ([DJ](#)); and National Union of Managers, Employees and Technicians in the Film Industry (SNCAMTC) and National Union of Artists and Conductors of Variety Shows and Arrangers ([SNACOPVA](#)) in France;
  - actors – Federation of Film and Television Actors ([BFFS](#)) in Germany;
  - workers in public broadcasting – Trade Union of Television Creative Workers (TLL) and Professionals’ Union of Technical Workers of Radio and Television (RTTTA) in Estonia; Trade Union Unification for Creative Workers of Lithuanian Radio and Television (LRTKDPS); Domestic Section of Radio and Television Employees of the Self-Governing Trade Union ‘Solidarity’ (KSPRiT NSZZ ‘Solidarność’) in Poland; and Union of Workers in Broadcasting of Slovenia ([SDRS](#)) in Slovenia;
  - musicians – Swedish Union for Professional Musicians ([SYMF](#));
  - radio-technicians – Hellenic Union of Radio Technicians ([ETEP](#)) in Greece;
  - journalists –National Union of Journalists ([NUJ](#)) in Ireland and Union of Slovenian Journalists ([SNS](#)) in Slovenia;
  - cinema activities – Union of Audiovisual and Cinematographic Technicians of the Spanish State ([TACE](#)).

*Figure 5: Audiovisual sector-related employee organisations and their domain patterns*



**Figure 5: Audiovisual sector-related employee organisations and their domain patterns**

Note:  $n = 163$

Source: EIRO national contributions

In the audiovisual sector, the employee organisations’ domain refers to different occupations and employment statuses; the presence of sector-specific employee organisations is also high. Table A2IV in Annex 2 shows the overlap of these inter-organisations domains in 23 out of 27 countries. In most countries (except Luxembourg, Malta, Latvia and Poland) the domain of any of the organisations overlaps with the domains of all or most of the others. Depending on the scale of the mutual overlap, this results in competition for members. Noticeable competition between

organisations was noted Finland, France, Germany, Slovenia and Sweden, in some cases resulting in competition for members and, in other cases, the reaching of agreements.

Membership of the sector-related employee organisations is, in principle, voluntary in 26 of the 27 countries under consideration. In the case of the Services, Industrial, Professional and Technical Union ([SIPTU](#)) in Ireland, its membership is mixed.

The number of members of employee organisations differs widely, ranging from more than two million (in the case of Germany's ver.di) to only a few dozen. This considerable variation reflects differences in the size of the economy and the comprehensiveness of the membership domain rather than the ability to attract members. Thus, sectoral density is used in this study to measure an organisation's membership strength within the audiovisual sector as this more appropriate for comparative analysis. In the context of this study, the sectoral density for each organisation is defined as the organisation's members in active employment in relation to total sectoral employees.

Density figures in this section refer to net ratios, which means that they are calculated on the basis of active employees only, rather than taking into account all members of an employee organisation (that is, those in a job and those who are not). This is mainly because research usually considers net employee organisation densities as more informative compared with gross densities, since the former tends to reflect unionisation trends among the active workforce more quickly and accurately than the latter (only the active workforce is capable of taking industrial action).

Sectoral density rates are available for only a number of sector-related organisations (57 of 151 cases). These statistics show that:

- sectoral density exceeded 20% in 5% (DJ in Denmark, SJL in Finland and SIPTU in Ireland) of the employee organisations which document figures on density;
- 19% (11) of employee organisations claimed to gather 10–20% of the sectors' employees;
- 21% (12) of the employee organisations for which data are available stated that they organised 5–10% of the active employees in the sector;
- 54% (31) of the employee organisations recorded a sector density rate of less than 5% of the employees in the sector.

In this sense, in addition to the fact that the employee organisations' domains mainly overlap in the sector and represent different occupations through other sectors, sectoral domain varies depending on the countries and different employee organisations' domains.

These low sector density rates are caused by:

- the fragmentation of the employee organisation domains;
- the existence of a number of employee organisations in each country;
- the presence of self-employment and other types of atypical employment in the sector.

In addition, data are not available in the majority of cases. The small size of the establishments in the sector hinders workplace organisation and the high incidence of atypical work within the sector may serve as an explanation for low unionisation rates.

### *Employers' organisations and public broadcasting services*

The names and abbreviations of the various employers' organisations are listed in Table A3I in Annex 3. Tables A3II, A3III, A3IV, A3V, A3VI and 3VII present individual membership data for employers' organisations and companies providing public service broadcasting services in 26 out of the 27 Member States. Neither the top-down nor the bottom-up approach identified any organisation in Luxembourg.

A total of 148 sector-related employers' organisations and companies providing public broadcasting services fulfilling the study's criteria were identified. This total includes 47 public broadcasting services; in four countries, the public broadcasting company was the only organisation recorded –

Cyprus Broadcasting Corporation ([CYBC](#)) in Cyprus, Czech Television ([ČT](#)) and Czech Radio ([ČRO](#)) in the Czech Republic, Estonian Public Broadcasting ([ERR](#)) in Estonia and Lithuanian National Radio and Television ([LRT](#)) in Lithuania – and no other sectoral employers' organisations falling within the scope of this study were detected.

In 12 of the EU27 countries, some of the listed organisations (both employers' organisations and companies) are not party to collective bargaining (see Tables A3IV and A3VI). They are included into this study because of their European level affiliations to EBU, CEPI, ACT, AER or FIAPF. Of the 26 countries for which related data are available, 22 have one or more organisations engaged in sector-related collective bargaining. In general, business interest organisations may also deal with interests other than those related to industrial relations. Organisations specialised in matters other than industrial relations are commonly defined as 'trade associations' (see [TN0311101S](#)). Such sector-related trade associations also exist in the audiovisual sector. In terms of their national scope of activities, all the organisations not involved in collective bargaining, according to Tables A3IV and A3V, either primary or exclusively act as trade organisations in their country. It is only the conceptual decision to include all organisations affiliated to EBU, CEPI, ACT, AER and FIAPF, regardless of whether they have a role in collective bargaining, which made us include these organisations in the present study. Of the 137 organisations listed in Tables A3II and A3III, at least 15 organisations belong to this group.

Only one of the 26 countries for which information on the sector-related organisational landscape is given (Malta) has a single organisation. Pluralist associational systems thus prevail on the employee and employer side, though to a greater extent in the former than in the latter.

Moreover, the employer organisations' domain tends to be narrower than those of employee organisations. Of all of the organisations for which related information is available, a small minority have overlapping and approximately a fifth have sectionally overlapping domains. Only relatively few of these organisations have cross-sectoral domains.

Most cases of domain overlaps ensue from coverage of the broader trade and audiovisual sector, often including activities of the live performance sector. Overlaps of this kind can be found in all countries apart from Cyprus, Estonia, France, Lithuania, the Netherlands and Slovakia. In all these cases, except France and the Netherlands, only public service broadcasting services were found. Sectionalism or sectionalist overlap (in the case of broader domain demarcation in terms of sector) is mainly caused by domain demarcations which focus on subsectors (radio, films, documentaries, television and so on) or the kind of service they specialise in (producers, distributors and so on).

For instance, in Portugal there are three employer organisations each specialising in narrowly defined activities (cinema, radio and television producers). A more pronounced fragmentation of the associational 'landscape' on the employers' side can be observed in countries such as Belgium, Italy and particularly France, with its 25 sector-related employer organisations. The latter may serve as an example of a country in which subsectors and kind of service merge and result in organisations for audiovisual producers (three organisations), producers and creators of television, film producers, cable and satellite television enterprises, film producers (two organisations), radios, cinema, audiovisual and multimedia, and so on.

In line with this fragmentation, nearly three-quarters of all the organisations have a membership domain which is sectionalist. Only four organisations (3%) show a domain more or less congruent with the sector definition (Figure 6). This means that the domain of these organisations largely focuses on the audiovisual sector as defined earlier. However, one cannot rule out the possibility that these organisations may also organise companies of a contiguous sector or do not really organise the entire audiovisual sector. The clear predominance of membership domains which are sectionalist with regard to the sector indicates that the technocratic definition of the sector is broader than the lines along which most sector-related employers identify common interests and band together in associations.



Two of the three existing sector-related employer organisations in Austria can rely on obligatory membership. This is due to their public law status as chamber units.

*Figure 6: Audiovisual sector-related organisations/business associations and their domain patterns*



**Figure 6: Audiovisual sector-related organisations/business associations and their domain patterns**

Note:  $n = 137$

Source: EIRO national contributions

In countries with a pluralist structure in relation to employer organisations, the organisations have usually – with the exception of France – managed to arrive at non-competing relationships. Their activities are complementary to each other as a result of inter-associational differentiation by their membership demarcation (as is the case of Austria, Belgium, Germany, Finland, Greece, Ireland, Italy, Poland, Portugal, Romania, Spain and the UK) or functions and tasks (as is, at least partially, the case of Denmark).

Membership strength in terms of companies varies widely with regard to sector-related densities (Table A3IV). The same holds true of the densities in terms of employees. When information is available, the sectoral densities of companies tend to be lower than the sectoral density of employees, except in some cases in Denmark, France and Italy. This indicates a slightly higher propensity of larger companies to associate than their smaller counterparts. In general, densities of the employer/business organisations in the sector tend to be higher than employee organisation densities (see above).

Despite this the fragmentation implies that, of the associations for which related data are available, only 13.6% show a sectoral density greater than 10% in terms of companies (only in the case of the Austrian Association of Film and Music Industry ([FVFM](#)) is it higher than 50%), and more than half show a sectoral density exceeding 10% in terms of employees, while no organisation has a high employee coverage exceeding 50%. This reflects the sector's company structure, which is

characterised by a high proportion of SMEs and their fragmentation according to specialised services, subsectors and public broadcasting services. In general, the data suggest that employers in the audiovisual sector are weakly organised and very fragmented in their organisation according to different activities and business segments. However, density data are available for only a minority of the employer/business associations and again the data should be treated with caution.

## **Collective bargaining**

Multi-employer bargaining is defined as being conducted by an employer organisation on behalf of the employer side. In the case of single-employer bargaining, the company or its divisions is party to the agreement. This includes cases where two or more companies jointly negotiate an agreement.

The relative importance of multi-employer bargaining, measured as a percentage of the total number of employees covered by a collective agreement, provides an indication of the impact of the employer organisations on the overall collective bargaining process.

The questionnaire sent to trade unions and employers organisations asked whether they participated in collective bargaining on behalf of their members, and whether this was single-employer, multi-employer or both forms of collective bargaining. The questionnaire addressed to EBU members asked whether a company level agreement was in place and/or whether a multi-employer agreement applied (that is, an agreement made at a level higher than the company level).

Despite numerous cases of inter-union domain overlap and of unclear domain demarcation, only in two countries (France and Slovenia) was inter-union rivalry and competition for bargaining capacities identified. In the case of the sector-related employer organisations, competition over collective bargaining capacities was reported in the case of France, mainly between those organisations representing large companies and those representing smaller ones.

Less than a fifth of sector-related employee organisations with available information do not participate in collective bargaining, more than 20% participate in single-employer bargaining, less than 12% participate in multi-employer bargaining, and about a half participate both in single and multi-employer bargaining (Tables A2III).

From the employers' side, more than 12% of the organisations (both employers' organisations and public broadcasting companies) for which information is available do not participate in collective bargaining, 25% participate in single-employer bargaining, less than a half participate in multi-employer bargaining and about the 15% participate in both single and multi-employer bargaining (Tables A3IV and A3VI). If we analyse only the companies providing public broadcasting services, 7% of those with available information do not participate in collective bargaining, while 75% participate in single-employer bargaining and about 17% participate in both types of collective bargaining (Table A3VI). Engagement in single-employer bargaining is a characteristic feature of individual companies providing public broadcasting services (Figure 7).

Figure 7: Involvement in different forms of collective bargaining

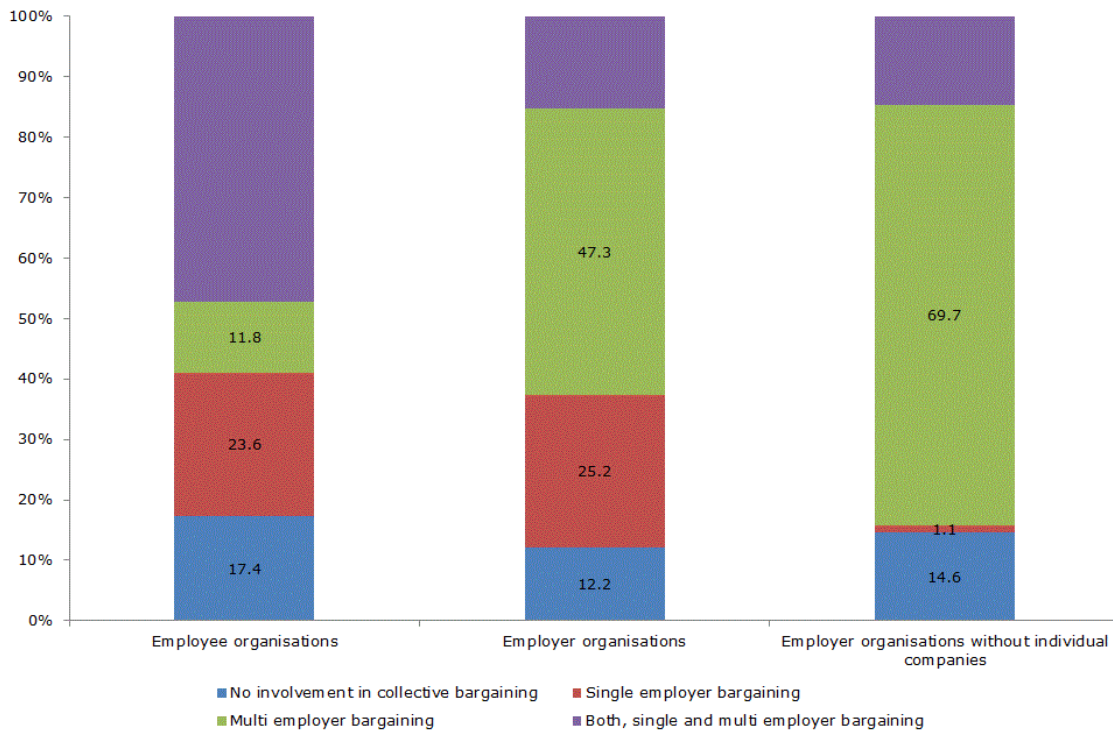


Figure 7: Involvement in different forms of collective bargaining

Note: Percentage of total organisations in the study.

Source: EIRO national contributions

The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by collective bargaining as a proportion of the total number of employees within a certain segment of the economy (see Traxler, F., Blaschke, S. and Kittel, B., *National labour relations in internationalised markets*, Oxford University Press, Oxford, 2001). Accordingly, the sector's rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector.

To delineate the bargaining system, two further indicators are used. The first refers to the relevance of multi-employer bargaining (MEB) compared with single-employer bargaining (SEB) (Table 4).

The second indicator considers whether statutory extension schemes have been applied to the sector. For reasons of brevity, this analysis is confined to extension schemes that widen the scope of a collective agreement to employers not affiliated to the signatory employer organisation. Extension regulations targeting employees are therefore not included in the study as they are not significant because:

- extending a collective agreement to employees who are not unionised in a company covered by the collective agreement is a standard rule of the International Labour Organization (ISO), aside from any national legislation;
- if employers did not extend a collective agreement concluded by them, even when not formally obliged to do so, they would set an incentive for their workforce to unionise.



**Table 4: System of sectoral collective bargaining, 2011**

	<b>Total collective bargaining coverage (CBC) (%) (estimates)</b>	<b>Share of MEB (%) (estimates)</b>	<b>Extension practices</b>
<b>AT</b>	100	60	No practice
<b>BE</b>	100	MEB prevailing	Pervasive
<b>BG</b>	55–60	100	No practice
<b>CY</b>	na	0	na
<b>CZ</b>	<50	0	na
<b>DE</b>	50	SEB prevailing	No practice
<b>DK</b>	95	SEB prevailing	None
<b>EE</b>	na	0	na
<b>EL</b>	na	na	Abolished in 2011
<b>ES</b>	24	99	Pervasive
<b>FI</b>	na	60	Pervasive
<b>FR</b>	70	60	Pervasive
<b>HU</b>	38	0	na
<b>IE</b>	<40	SEB prevailing	No practice
<b>IT</b>	100	MEB prevailing	Pervasive practices on wage agreements
<b>LT</b>	27	0	na
<b>LU</b>	na	na	Limited/exceptional
<b>LV</b>	17	0	Limited/exceptional
<b>MT</b>	12.1	0	na
<b>NL</b>	na	50	None
<b>PL</b>	0.5	0	Not applicable
<b>PT</b>	50	37	Pervasive
<b>RO</b>	100	MEB prevailing	Only for the mass media sector agreement, signed before a change in legislation (2011)
<b>SE</b>	>75	MEB prevailing	Limited/exceptional
<b>SI</b>	100	SEB prevailing	None
<b>SK</b>	30	0	na
<b>UK</b>	30	MEB prevailing	None

*Notes: CBC = collective bargaining coverage: employees covered as a percentage of the total number of employees in the sector*

*MEB = multi-employer bargaining relative to single-employer bargaining*

*SEB = single-employer bargaining*

*na = not available*

Only 11 of the 22 countries with available data recorded coverage in 2011 of 50% or more, indicating a low coverage rate (Table 4). Countries with high coverage are mainly Scandinavian ones (Denmark, Sweden) together with Austria, Belgium, France and Italy.

Of note is that countries with high rates of coverage in other sectors record low percentages in the audiovisual sector; this is the case of Germany (50%), while Ireland, which traditionally records low collective bargaining coverage rates, shows a rate of 40% for 2007.

The coverage of collective bargaining is low in some of the old Member States (EU15) such as Spain (24%) and the UK (30%), and especially so in most of New Member States (NMS). For example, in these countries the coverage rate in Bulgaria was 55–60%, followed by Hungary (38%), Lithuania (27%) and Latvia (17%), and dropping to 0.5% in Poland. However, coverage is high in NMS such Slovenia (100%) where public broadcasting companies have a predominant role and when the company has a collective agreement. Romania had 100% coverage in 2011 due to a multi-employer agreement which ends in 2013; recent legislation abolished extension practices ([RO1107029I](#)) and single-employment agreement coverage is calculated to be about 50%.

In most of the countries with available information, a number of factors, which sometimes interact with each other, account for the higher coverage rates. These are:

- the predominance of multi-employer bargaining (Table 4);
- relatively higher density rates of employee and/or employer organisations (Belgium, Denmark, Finland, Sweden);
- the existence of pervasive extension practices such as in Belgium and Finland;
- the predominant role of public service broadcasting with single-employer agreements (Austria, Slovenia).

With the exception of Denmark, Romania and Slovenia, coverage in countries with prevalent multi-employer bargaining is generally high. However, single-employer bargaining arrangements in the sector are the only existing type of bargaining in the Czech Republic, Cyprus, Estonia, Hungary, Lithuania, Latvia, Malta, Poland and Slovakia. In the latter group of countries, collective bargaining coverage tends to be rather low.

Due to the relevant presence of multi-employer settlements in the sector, the use of extension practices is significant (Table 4). In the case of Greece ([GR1203019I](#)) and Romania (see above), however, legislation in 2011 eliminated extension practices.

## **Participation in public policy**

Interest associations can influence public policy by being:

- consulted by the authorities on matters affecting their members;
- represented on ‘corporatist’ (in other words tripartite) committees and boards of policy concertation.

This study considers only cases of consultation and corporatist participation which explicitly relate to sector-specific matters. Because consultation processes can be wide-ranging, the organisations consulted by the authorities may vary according to the issues and also depend on changes in government. Moreover, consultation may be occasional rather than regular.

### *Trade unions and employee interest representations*

The vast majority (80%) of the sector-related employee organisations with available data stated they are consulted on sector-specific matters. Consultation is mainly carried out unilaterally in more than a third of the cases. Authorities consult employee organisations in all countries where sector-related employee organisations are recorded. However, employee organisations are not consulted regularly in Cyprus, the Czech Republic, Denmark, Estonia, Greece, Lithuania, the Netherlands, Poland, Portugal, Romania, Sweden, Slovenia and Slovakia. Since a multi-union system is established in most of the countries with sector-related employee organisations, the possibility cannot be ruled out that the authorities favour certain employee organisations over others, or that the employee organisations compete for participation rights. In most countries with a multi-union system where a noticeable practice of consultation is observed, any existing employee organisations may take part in the consultation process. In contrast in Cyprus, Finland, France, Greece, Ireland, Lithuania, Poland, Portugal, Slovenia, Slovakia and Spain, only some of the sector-related employee organisations are consulted.

### *Employer organisations or business associations*

The authorities consulted 103 of the 111 employers' organisations (93%) for which related data are available. Employers' organisations are consulted in 23 of the 26 countries with sector-related organisations. However, organisations are not consulted regularly in Austria, the Czech Republic, Denmark, Estonia, Lithuania, the Netherlands, Poland, Portugal, Slovenia and Slovakia. In most countries with a multi-organisation system where consultation is recorded, any existing trade employers' organisations may take part in the consultation process. In contrast in Belgium, Germany, Finland, Italy and Latvia only some of the sector-related organisations are consulted.

### *Tripartite participation*

Genuine sector-specific bodies have been established in 14 of the 27 countries under consideration (Table 5). Tripartite bodies have been established in Finland, Germany, Greece, Italy, Latvia, Poland, Portugal and Romania. The scope of activity of the tripartite bodies is focused on:

- atypical work and non-standard situations (Germany, Finland);
- management of film or cinema bodies (Greece, Italy, Portugal);
- legislation on culture and media (Poland);
- social dialogue in culture and mass media (Romania).

**Table 5: Tripartite and bipartite sector-specific public policy boards, 2011**

	Name of body and scope of activity	Bipartite/ tripartite	Origin	Participating organisations	
				Employee	Employer
<b>CZ</b>	Film council: unites members of professional associations and schools; participates in the legislative process regarding cinematography	Bipartite	Agreement	KINOS	APA, UFD, ACO, FITES
<b>DE</b>	Künstlersozialkasse (KSK): trans-sectoral social security system for artists, journalists	Tripartite	Statutory	Ver.di, DJV	na

	Name of body and scope of activity	Bipartite/ tripartite	Origin	Participating organisations	
				Employee	Employer
	(freelancers)				
<b>DK</b>	Industrial Committee for the Visual Media Education	Bipartite	Statutory	DJ, FAF, Dansk Metal	Confederation of Danish Industries
<b>EL</b>	Committee of the Ministry of Culture and Tourism to provide licence to practise the profession	Bipartite	Statutory	ETEK-OT	–
	Board of the Greek Film Centre	Tripartite	Statutory	ETEK OT	SAPOE
<b>FI</b>	Atypical work in the audiovisual sector	Tripartite	Agreement	TEME, PRO, SJL	PALTA
<b>FR</b>	Commission Paritaire Nationale pour l'Emploi et la Formation de l'Audiovisuel	Bipartite	Statutory	CGT (FNSAC, SFA, SNTR, SNRT), CFDT, CFTC, FASAP-FO, CGC (Media), SNTPT, SNJ, SNJ-CGT	EESPA, ACCES, AFPP, APC, API, CNRA, FICAM, FFRC, SEPP, SIRT, SNRL, SPFA, SPI, SNRC, SRGP, SRN, STP, UPF, USPA
<b>HU</b>	Communication Social Dialogue Committee	Bipartite	Statutory	PHDSZSZ VASAS	IVSZ Hungarian Association of Content Industry VOSZ
<b>IE</b>	Radio Television Ireland (RTE) Industrial Relations Tribunal (IRT): issues in dispute including work practices, grading and so on can be referred to it for recommendation	Bipartite (RTE unions and management)	Agreement	All unions in RTE	–
	Film Industry Arbitration Tribunal (FIAT): makes recommendations on disputed issues under the disputes procedure in the agreement	Bipartite	Agreement	SIPTU	SPI
	Film Partnership Forum* Scope includes monitoring and	na	Agreement	SIPTU	SPI

	Name of body and scope of activity	Bipartite/ tripartite	Origin	Participating organisations	
				Employee	Employer
	implementation of the agreement; review of work practices in light of international best practice; health and safety; pensions; development of trends within the industry.				
IT	Show Business Committee at the Ministry of Arts and Culture (Consulta dello Spettacolo) – Cinema Section. Consultation in norms regarding live shows and the sharing of public funding for the show business sector	Tripartite	Statutory	SLC-CGIL, FISTEL-CSIL, UILCOM-UIL	ANICA, ANEC-AGIS
	AS.For.Cinema (professional training)	Bipartite	Agreement	SLC-CGIL, FISTEL-CSIL, UILCOM-UIL	ANICA
	Commission set up to monitor working conditions of freelance journalists	Bipartite	Agreement	FNSI	FIEG
	Bilateral Commission for the establishment of a professional training institute for journalists	Bipartite	Agreement	FNSI	FIEG
LV	National Tripartite Cooperation Council (NTSP): general framework, including sector-specific policies	Tripartite	Statutory	LBAS	LDDK
PL	The Sejm Committee of Culture and Media, The Senate Committee of Culture and Media Komisja: Radio and Television Licence Act, copyright law, Broadcasting Act, Public Media Act, Digital Video Broadcasting – Terrestrial Implementation Act	Tripartite	statutory	KSPRiT NSZZ 'Solidarność', FZZPKiS, SDRP	ZPMP, ZPPM
PT	National Council of Culture –Section	Tripartite	Law (Decreto Regulamentar	STE SINTTAV	Na

	Name of body and scope of activity	Bipartite/ tripartite	Origin	Participating organisations	
				Employee	Employer
	Cinema and Audiovisual		35/2007)		
RO	Social Dialogue Committee for Culture and Mass Media (MCPN)	Tripartite	Statutory	All national representative trade union confederations	All the national representative employer associations
SI	Work Group Activity domain: labour market, social security, equal opportunities for self-employed journalists.	Bipartite	na	DNS	Ministry of Culture

*Note: \* To be established under the 'Comprehensive Agreement for the Feature Film, both TV & Cinema, and Television Drama Industry in Ireland' (2010). However, it is not clear if it has actually been set up.*

*na = not available*

## European level of interest representation

Under Article 1 of the [Commission Communication COM\(1998\) 322 final](#), sectoral dialogue committees are:

*established in those sectors where the social partners make a joint request to take part in a dialogue at European level and where the organizations representing both sides of industry fulfil the following criteria:*

*(a) they shall relate to specific sectors or categories and be organized at European level;*

*(b) they shall consist of organizations which are themselves an integral and recognized part of Member States' social partner structures and have the capacity to negotiate agreements, and which are representative of several Member States;*

*(c) they shall have adequate structures to ensure their effective participation in the work of the Committees.*

The constituent feature of social dialogue is the ability of such organisations to negotiate on behalf of their members and to conclude binding agreements. Accordingly, this section analyses the membership domain, the composition of the membership and the ability to negotiate of these organisations.

## Membership domain

Four sector-related European associations on the employee side (UNI-MEI, EFJ, EuroFIA and FIM) and five on the employer side (EBU, CEPI, ACT, AER and FIAPF) are active in the audiovisual sector and are listed by the European Commission as a social partner organisation consulted under Article 154 of the TFEU. The following analysis therefore concentrates on these organisations

while providing supplementary information on others that are linked to the sector's national industrial relations actors.

- EURO-MEI is part of Union Network International ([UNI](#)) and is affiliated to the European Trade Union Confederation ([ETUC](#)). It organises workers from commercial and public broadcasting, directors, film and TV production, live performance and writers.
- EFJ is part of the International Federation of Journalists ([IFJ](#)) and is affiliated to ETUC. It organises journalists working in all sectors of the media.
- EuroFIA is the European group of the International Federation of Actors ([FIA](#)). It covers affiliated performers' unions, guilds and associations in all EU Member States.
- FIM is the international organisation for musicians' unions, guilds and professional associations and has a regional group for Europe, the FIM European Group.
- EBU organises radio and television companies, most of which are publicly owned public service broadcasters or privately owned stations with public missions.
- CEPI represents the interest of the independent cinema and television producers.
- ACT represents the interests of the commercial (private) television sector.
- AER represents the interests of private/commercial radio stations.
- FIAPF represents the interests of films producers.

## Membership composition

### *Employee side*

The list of membership-related employee organisations for EURO-MEI, EFJ, EuroFIA and FIM shown in Table 6 is confined to the sector-related associations of the countries under consideration in this study. It therefore does not include members of the European level organisations that do not have any members in the audiovisual sector.

**Table 6: European level employees' organisations and national members, 2011**

	UNI-MEI members	EFJ members	EuroFIA members	FIM members
<b>AT</b>	GdG-KMSfB*	GdG-KMSfB*, GPA-djp <sup>+</sup>	GdG-KMSfB*	GdG-KMSfB*
<b>BE</b>	SETCa-BBTK*, CSC-ACV*, CGSP- ACOD*, CNE-LBC*	AGJPB/AVBB	CSC-ACV*, CGSP-ACOD*	CGSP-ACOD*, CSC-ACV*
<b>BG</b>	–	Union of Journalists PODKREPA*	UBA*	UBMD*
<b>CY</b>	–	ESK <sup>+</sup>	EHK <sup>+</sup>	PA.SYN.EK
<b>CZ</b>	OS MEDIA, Czech TV-ITU <sup>+</sup>	SNČR	HA	–
<b>DE</b>	ver.di*	DJU (ver.di)*, DJV*	ver.di*	ver.di*, DOV*
<b>DK</b>	FAF <sup>#</sup>	DJ*	DSF*, DAF*	DMF*
<b>EE</b>	–	EAL <sup>+</sup>	EKTL*, ENL*	

	UNI-MEI members	EFJ members	EuroFIA members	FIM members
EL	POSPERT <sup>+</sup>	ESIEMTH <sup>+</sup> , PFJU, PEPU, ESIEA <sup>*</sup>	SEI <sup>(*)</sup> <sup>c</sup>	PMS
ES	FeS-UGT <sup>*</sup> , FSC-CCOO <sup>*</sup> , ELA-STV <sup>+</sup> , TACE <sup>+</sup>	FSC-CCOO <sup>*</sup> , ELA-STV <sup>+</sup> , FAPE	FSC-CCOO <sup>*</sup> . FAEE <sup>#</sup> , OSAAEE <sup>#</sup>	FSC-CCOO <sup>*</sup> , UMC
FI	TEME <sup>*</sup> , AMMATTILITTO PRO <sup>*</sup> , ERTO	SJL <sup>#</sup>	SNL (merged with FSSF), STTL affiliated to TEME <sup>*</sup>	SML
FR	SNTPT <sup>*</sup> , SFR- CGT <sup>*</sup> , SNRT-CGT Audiovisual <sup>*</sup> , FASAP-FO <sup>#</sup> , SNM (F3C-CFDT) <sup>*</sup> CFDT-CADRES <sup>**</sup> , SPIAC (former SNTR/SGTIF) <sup>*</sup> , UGICT-CGT	SNJ-CGT <sup>*</sup> , SNJ <sup>*</sup> , USJ-CFDT <sup>*</sup>	SFA <sup>*</sup>	SNAM-CGT <sup>*</sup>
HU	FFSz <sup>+</sup>	MUOSZ		–
IE	SIPTU <sup>*</sup>	NUJ <sup>+</sup>	SIPTU <sup>#</sup>	MUI <sup>*</sup>
IT	FISTEL-CSIL <sup>*</sup> , SLC-CGIL <sup>*</sup>	FNSI <sup>*</sup>	SAI <sup>#</sup>	SLC-CGIL <sup>*</sup>
LT	LRTKDPS <sup>+</sup>	LZS	–	–
LU	OGBL-FLTL <sup>+</sup>	ALJ <sup>**</sup>	–	–
LV	LKDAF <sup>*</sup> , LSAB <sup>*</sup>	LZS <sup>*</sup>	LKDAF <sup>*</sup> , LAA <sup>**</sup>	LKDAF <sup>*</sup>
MT	GWU <sup>+</sup>	IGM <sup>**</sup>	–	GWU <sup>+</sup>
NL	FNV-Kiem <sup>*</sup>	NVJ <sup>*</sup>	FNV-Kiem <sup>*</sup>	FNV-Kiem <sup>*</sup>
PL	FZZPKiS <sup>+</sup>	SDP, SDRP	ZZAPP, ZASP	ZZST FORUM
PT	STT <sup>*</sup> , SINTTAV <sup>*</sup> , Sindetelco <sup>+</sup> , SERS <sup>#</sup> , SITESE <sup>#</sup>	SJ <sup>+</sup>	STE	–
RO	–	MediaSind <sup>#</sup>	FAIR <sup>#</sup> , USIS <sup>#</sup>	FAIR <sup>#</sup>
SE	TF <sup>*</sup> , Unionen <sup>*</sup>	SJF <sup>#</sup>	TF <sup>*</sup>	SYMF <sup>*</sup> , SMF <sup>*</sup>
SI	SUKI-GLOSA	DNS, SNS <sup>+</sup>	ZDUS	SVIZ <sup>+</sup> , GLOSA SKG
SK	–	SSN	HOS	Únia- OZ PHS <sup>+</sup> ,
UK	WGGB <sup>*</sup> , BECTU <sup>*</sup>	NUJ <sup>**</sup>	EQUITY <sup>*</sup>	BMU <sup>*</sup>
Involved in collective bargaining in general	40 out of 45 organisations with available information	23 out of 35 organisations with available information	24 out of 32 organisations with available information	20 out of 26 organisations with available information
Type of collective	SEB: 9 MEB: 4	SEB: 7 MEB: 3	SEB: 1 MEB: 6	SEB: 3 MEB: 1



	UNI-MEI members	EFJ members	EuroFIA members	FIM members
<b>bargaining</b>	Both forms: 27 organisations	Both forms: 13	Both forms: 16	Both forms: 16
<b>Country coverage</b>	22 out of 27	27 out of 27	23 out of 27	21 out of 27

*Notes: The membership of employee organisations was obtained from membership lists provided by the organisations and checks of the membership lists published on their websites.*

*\* Involved in collective bargaining – both single and multi-employer bargaining.*

*+ Involved in single employer bargaining.*

*# Involved in multi-employer bargaining.*

*\*\* No information available on collective bargaining involvement.*

*<sup>a</sup> Not included in national report. No information available on collective bargaining involvement.*

*<sup>b</sup> No information received by the national correspondent.*

*<sup>c</sup> Last concluded agreement was in 2000.*

*Source: National reports*

At least one affiliation is recorded for EURO-MEI in each country except for Bulgaria, Cyprus, Estonia, Romania and Slovakia. Multiple memberships are observed in Belgium, the Czech Republic, Finland, France, Italy, Latvia, Portugal, Spain and Sweden. EURO-MEI has 45 direct affiliations from the countries under consideration, and 40 of them with available information participate in collective bargaining. About a quarter of the employee organisations listed in Tables A2II, A2III and A2IV are directly affiliated to EURO-MEI.

EFJ records at least one affiliation in each country. Multiple memberships are observed in Austria, Bulgaria, Germany, France, Greece, Slovenia and Spain. EFJ has 39 direct affiliations from the countries under consideration and more than half (that is, 23) of them participate in collective bargaining. More than a fifth of the employee organisations listed in Tables A2II, A2III and A2IV are directly affiliated to EFJ.

At least one affiliation is recorded to EuroFIA in each country except in Hungary, Lithuania, Luxembourg and Malta. EuroFIA has 32 direct affiliations from the countries under consideration and 24 of them participate in collective bargaining. Less than a fifth of the employee organisations listed in Tables A2II, A2III and A2IV are affiliated to EuroFIA.

FIM records at least one affiliation in each country except in the Czech Republic, Estonia, Hungary, Lithuania, Luxembourg and Portugal. Multiple memberships are observed in Belgium, Germany, Spain, Sweden and Slovenia. FIM has 26 direct affiliations in the countries under consideration and 20 of them participate in collective bargaining. About 15% of the employee organisations listed in Tables A2II, A2III and A2IV are directly affiliated to FIM.

From the available data on sectoral membership of the employee organisations, it can be concluded that EURO-MEI, EFJ, EuroFIA and FIM cover the sector's most important labour representatives. Cases of uncovered major employee organisations can be found only in Cyprus (EYRIK), Poland (KSPRiT NSZZ 'Solidarność') and Slovenia (SDRS).

Table 7 lists those members of European level organisations that are not related to the audiovisual sector (that is, they do not have members in the sector) and are therefore not included within the scope of this study. Finally, the Finnish EuroFIA member the Swedish-speaking Actors Union of Finland ([FSSF](#)) has merged with the Union of Finnish Actors ([SNL](#)) and the Union of Finnish Dance Artists (STTL) is currently affiliated to the Theatre and Media Employees in Finland ([TEME](#)).

**Table 7: Affiliates to European level sectoral social partners with no members in audiovisual sector**

	Employee organisation	EU-level organisation
<b>BG</b>	Bulgarian Journalist Union	EFJ
<b>CY</b>	OVIEK/SEK	EURO-MEI
<b>DE</b>	GDBA	EuroFIA
<b>DK</b>	TL	EURO-MEI
	DJOF	EURO-MEI
<b>EE</b>	ETU <sup>a</sup>	EURO-MEI
<b>ES</b>	FeSP	EFJ
<b>FR</b>	SYNPTAC-CGT	EURO-MEI
	FEC-FO	EURO-MEI
<b>FR</b>	INOVA	EURO-MEI
<b>HU</b>	SDS	EuroFIA
	MZTSZ <sup>b</sup>	FIM
	Hungarian Press Union	EFJ
<b>LT</b>	LPSDPS	EURO-MEI
<b>NL</b>	FNV Mondiaal <sup>c</sup>	EURO-MEI
	KNTV	FIM
<b>PT</b>	Sincelpagraft <sup>d</sup>	EURO-MEI
	SMP (ceased to be FIM member in 2011)	FIM
<b>SK</b>	SOSZSP	EURO-MEI

Notes: <sup>a</sup> Confirmed by the Estonian correspondent's interview with ETU.

<sup>b</sup> Confirmed by the Hungarian National correspondent, interview with MZTSZ on 26 November 2012.

<sup>c</sup> FNV Mondiaal is a staff unit at this central level. Staff employees of Mondiaal can participate in EURO-MEI, respecting and supporting members of unions of FNV (such as Kiem).

<sup>d</sup> Sincelpagraft was integrated in 2011 into the four newly created unions for the manufacturing sector (called SITEsouth, SITE Centre South, SITE Centre and SITE North). Sincelpagraft had workers in the printing industries, some of whom worked for newspaper companies.

Source: Information from national correspondents

### ***Employers' side***

The members of EBU, CEPI, AER and FIAPF are listed in Table 8 and ACT members in Table 9. Table 7 is confined to the sector-related associations of the countries under consideration and therefore does not include members of European level organisations that do not have any members in the audiovisual sector.

EBU has members in all 27 countries under its umbrella through associational members or companies from these countries. Multiple memberships can be found in Belgium, Bulgaria, the

Czech Republic, Germany, France, Luxembourg, Latvia, Poland, Romania and Sweden. EBU has 46 direct affiliations from the countries under consideration (less than a third of the organisations listed in Tables A3II, A3III, A3IV, A3V and A3VI) and 44 of them participate in collective bargaining.

CEPI records affiliations in Austria, Belgium, Bulgaria, Germany, Denmark, Finland, France, Ireland, Italy, Portugal, Romania, Spain, Sweden, Slovenia and the UK. It has a total of 15 direct affiliations and 10 of them participate in collective bargaining. Ten per cent of the organisations listed in Tables A3II, A3III, A3IV, A3V, A3VI and A3VII are directly affiliated to CEPI.

AER has direct affiliations in nine countries (Austria, Bulgaria, Germany, Denmark, Spain, Finland, France, the Netherlands and the UK) and three of them participate in collective bargaining.

FIAPF has direct affiliations in 11 countries (Austria, Belgium, Czech Republic, Germany, Denmark, Finland, Hungary, Latvia, the Netherlands, Spain and Sweden) and five of them participate in collective bargaining.

A significant number of sector-related employer organisations across the EU not affiliated to any of the European interest organisations considered by this study (Tables A3V and A3VI).

**Table 8: European level employers' organisations and national members, 2011**

	<b>EBU members</b>	<b>CEPI members</b>	<b>AER members</b>	<b>FIAPF members</b>
<b>AT</b>	ORF <sup>+</sup>	FVFM <sup>#</sup>	VÖP	FVFM <sup>#</sup>
<b>BE</b>	VRT <sup>+</sup> , RTBF <sup>+</sup>	VOTP*	-	VFPB*
<b>BG</b>	BNR <sup>+</sup> , BNT <sup>+</sup>	ATP**	ABBRO*	—
<b>CY</b>	CYBC <sup>+</sup>	—	—	—
<b>CZ</b>	CT <sup>+</sup> , CRo <sup>+</sup>	—	—	APA
<b>DE</b>	ARD Consortium <sup>+</sup> (NDR <sup>+</sup> , RBB <sup>+</sup> , WDR <sup>+</sup> , SR <sup>+</sup> , HR <sup>+</sup> , SWR <sup>+</sup> , BR <sup>+</sup> , DW <sup>+</sup> , MDR <sup>+</sup> , DR <sup>+</sup> ), ZDF <sup>+</sup>	Produzentenallianz <sup>#</sup>	VPRT	VDF <sup>#</sup>
<b>DK</b>	DR <sup>+</sup>	PRO-F <sup>#</sup>	Radioerne	PRO-F <sup>#</sup>
<b>EE</b>	ERR <sup>+</sup>	—	—	—
<b>ES</b>	RTVE <sup>+</sup>	FAPAE <sup>#</sup>	AERC <sup>#</sup>	FAPAE <sup>#</sup>
<b>FI</b>	YLE <sup>+</sup>	SATU	RM	SEK
<b>FR</b>	FTV <sup>+</sup> , FR <sup>+</sup>	USPA <sup>#</sup>	SIRTI <sup>#</sup>	—
<b>GR</b>	ERT <sup>+</sup>	—	—	—
<b>HU</b>	MTVA**	—	—	MAPSZ**
<b>IE</b>	RTE <sup>+</sup>	SPI*	—	—
<b>IT</b>	RAI <sup>+</sup>	APT <sup>#</sup>	—	—
<b>LT</b>	LRT <sup>+</sup>	—	—	—

	<b>EBU members</b>	<b>CEPI members</b>	<b>AER members</b>	<b>FIAPF members</b>
<b>LU</b>	Etablissement de Radio <sup>+</sup>	–	–	–
<b>LV</b>	LTV <sup>+</sup> , LR <sup>+</sup>	–	–	LKA <sup>**</sup>
<b>MT</b>	PBS <sup>+</sup>	–	–	–
<b>NL</b>	NPO <sup>*</sup>	–	NVCR	FPN
<b>PL</b>	TVP <sup>a</sup> , PR <sup>a</sup>	–	–	–
<b>PT</b>	RTP <sup>+</sup>	APIT	–	–
<b>RO</b>	TVR <sup>*</sup> , SRR <sup>*</sup>	UPFAR-ARGOA <sup>#</sup>	–	–
<b>SE</b>	SVT <sup>*</sup> , SR <sup>*</sup> UR <sup>*</sup>	Swedish Film & TV Producers Association	–	Swedish Film & TV Producers Association
<b>SI</b>	RTV SI <sup>+</sup>	SNAVP	–	–
<b>SK</b>	RTVS <sup>+</sup>	–	–	–
<b>UK</b>	BBC <sup>+</sup>	PACT <sup>#</sup>	RadioCentre	–
<b>Involved in collective bargaining in general</b>	43 out of 43 with available information	10 out of 14 with available information	3 out of 9 with available information	5 out of 10 with available information
<b>Type of collective bargaining</b>	Company level agreement in place: 35 Sector level agreement applies: 0 Both forms of agreements: 9 organisations	SEB: 0 MEB: 8 Both forms: 2	SEB: 0 MEB: 2 Both forms: 1 organisation	SEB: 0 MEB: 4 Both forms: 1 organisations
<b>Country coverage</b>	27 out of 27	15 out of 27 <sup>b</sup>	9 out of 27	11 out of 27

Notes: \*Involved in collective bargaining: in both single and multi-employer bargaining

<sup>+</sup> Involved in single employer bargaining

<sup>#</sup> Involved in multi-employer bargaining.

<sup>\*\*</sup> No information available on collective bargaining involvement.

<sup>\*\*\*</sup>Involved in collective bargaining according to EBU .

<sup>a</sup> Involved in collective bargaining according to EBU; no current agreement in place according to information obtained by the national correspondent.

<sup>b</sup> CEPI mentioned that an organisation within Slovak Republic will join soon.

Eurofound representativeness studies do not normally cover individual companies since the concept of representation refers to social partners that represent the interests of their members – employees or companies – and take part in collective bargaining. But because single-employer bargaining is an important feature of the industrial landscape of the sector, an exception has been made to include public employers that are EBU members within the scope of the study. Unfortunately, this approach could only be partially applied because the names of the member companies and their contact

details were not communicated to Eurofound. Thus the individual companies that are members of EBU and ACT are only listed in Table 9 and no information on their involvement in collective bargaining and the other topics requested is given. According to EBU, those members that are also members of ACT are included within the commercial sphere and are not included in the EBU delegation at SCDAS meetings.

**Table 9: Other companies and their membership of EBU and ACT, 2011**

	<b>EBU members</b>	<b>ACT members</b>
<b>AT</b>	–	ProSiebenSat.1 Group (Sat.1, ProSieben, Puls4, Kabel eins), Sky Deutschland, Viacom (MTV Germany, VIVA, VIVA Plus, Nickelodeon Germany, VH1 Germany)
<b>BE</b>	RTL	ProSiebenSat.1 Group (VT4, Vijft TV), RTL Group (RTL-TV, Club RTL, Plug RTL), Viacom (MTV Hits, MTV2, MTV Base, TMF Belgium, Nickelodeon Belgium, VH1 Europe), VMMa (vtm, 2BE, Jim, iWatch)
<b>BG</b>	–	Balkan News Corporation (bTV), CME (TV2, Ring TV), MTG (Diema, MM Television, Nova Television), ProSiebenSat.1 Group (The Voice), TV Europa, Viacom (MTV European, VH1 Europe).
<b>CY</b>	–	Antenna group (Ant 1 TV Cyprus), Viacom (MTV European, Nickelodeon Cyprus)
<b>CZ</b>	–	CME (TV Nova, Nova Sport, Nova Cinema), MTG (TV Prima, Viasat satellite platform), Viacom (MTV European, MTV Hits, MTV2, MTV Base, VH1 Europe, VH1 Classic)
<b>DE</b>	–	ProSiebenSat.1 Group (Sat.1, ProSieben, Kabel eins, N24, Kabel eins Classics, Sat.1 Comedy, ProSiebenSat.1 Welt), RTL Group (RTL Television, VOX, RTL II, Super RTL, n-TV, RTL Crime, RTL Living, RTL Passion), Sky Deutschland (Sky Deutschland satellite platform), Viacom (MTV Germany, MTV Hits, VIVA, VIVA Plus, VH1 Classic, Nickelodeon Germany, Comedy Central).
<b>DK</b>	TV2	MTG (TV3, 3+, Viasat satellite platform), ProSiebenSat.1 Group (Kanal5, Kanal4, The Voice, SBS Net), Viacom (MTV Denmark, MTV2, MTV Base, MTV Hits, VH1 Europe, VH1 Classic, Nickelodeon Denmark)
<b>EE</b>	–	MTG (TV3, 3+, TV6, Viasat satellite platform), Viacom (MTV Eesti, VH1 Europe)
<b>EL</b>	–	Antenna Group (ANT1 TV, ANT1 Europe, Blue Music Channel), Mega (Mega Channel), Viacom (MTV European, VH1 Europe)
<b>ES</b>	Radio Popular, Sociedad Española de Radiodifusion	Grupo Antena 3 (Antena 3, Antena Neox, Antena Nova), Mediaset España (Telecinco, Telecinco Estrellas, Telecinco Sport), PrisaTV (Cuatro, Digital+ satellite platform), Viacom (MTV Spain, MTV Base, MTV2, MTV Hits, VH1 Europe, VH1Classic, Nickelodeon Spain)
<b>FI</b>	MIV Oy	MTG (Viasat satellite platform), MTV Media (MTV3, Sub, MTV3 MAX, MTV3 Fakta, Sub Leffa, Sub Juniori, MTV3 AVA, MTV3 Sarja, MTV3 Scifi), ProSiebenSat.1 Group (The

	<b>EBU members</b>	<b>ACT members</b>
		Voice), Sanoma Entertainment (Nelonen, JIM, Nelonen Sport, Liv, Nelonen SportPro, KlnO.TV, Ruutu.fi), Viacom (MTV Finland, MTV2, MTV Hits, VH1 Europe, Nickelodeon Finland)
<b>FR</b>	Europe 1 Canal+ Group (Canal+, Télé, Canal+ Le Bouquet satellite platform)	Canal+ Group (Canal+, Télé, Canal+ Le Bouquet satellite platform), Groupe M6 (M6, Fun TV, Téva, Paris Première, Série Club, TF6, M6 Music Hits, M6 Music Black, M6 Music Rock, W9), TF1 (TF1, LCI, Eurosport France, TF6, Série Club, TV Breizh, Odyssée, Histoire, Ushuaia TV, TMC), Viacom (MTV France, MTV2, MTV Base, MTV Hits, MTV base, VH1 Europe, VH1 Classics, Nickelodeon France, Game One)
<b>HU</b>	–	MTG (Viasat3, TV6), ProSiebenSat.1 Group (TV2), RTL Group (RTL Klub), Viacom (MTV European, MTV Hits, MTV2, MTV Base, VH1 Europe, VH1 Classic, Nickelodeon Hungary)
<b>IE</b>	Telifis na Gaelige	BSKYB (Sky satellite platform), TV3, Viacom (MTV UK, MTV Flux, MTV Dance, MTV2, MTV Hits, VH1 Europe, VH1 Classic, TMF UK, Nickelodeon UK, Nicktoon, Nick Jr. Nick Replay)
<b>IT</b>	–	Mediaset (Canale5, Italia1, Rete4, Boing, Iris, Mediaset Premium), Sky Italia (Sky Italia satellite platform), Viacom (MTV Italy, MTV Hits Italy, MTV Brand New, Nickelodeon Italy)
<b>LT</b>	–	MTG (TV3, TangoTV, Viasat satellite platform), Viacom (MTV Lietuva, VH1 Europe)
<b>LU</b>	RTL Group (RTL Télé Lëtzebuerg, Den 2. RTL)	RTL Group (RTL Télé Lëtzebuerg, Den 2. RTL), Viacom (MTV Europe, VH1 Europe)
<b>LV</b>	–	MTG (TV3, 3+, TV6, Viasat satellite platform), Viacom (MTV Latvia, MTV2, VH1 Europe)
<b>MT</b>	–	–
<b>NL</b>	–	ProSiebenSat.1 Group (SBS6, Net5, Veronica), RTL Group (RTL4, RTL5, RTL7, RTL8, RTL24) Viacom (MTV Netherlands, MTV Base, MTV2, MTV Hits, TMF Holland, VH1 Europe, VH1 Classic, Nickelodeon Netherlands)
<b>PL</b>	–	Canal+ Group (Canal+ Cyfrowy satellite platform), TVN (TVN, TVN24, TVN Meteo, TVN Turbo, TVN 7, TVN Style, iTVN; TVN CNCB Biznes, Telezakupy Mango, n Satellite Platform, NTL, TVN Warszawa), Viacom (MTV Classic, MTV Poland)
<b>PT</b>	–	TVI, Viacom (MTV Portugal, VH1 Europe, Nickelodeon Portugal)
<b>RO</b>	–	ANT1 (Antenna 1), CME (ProTV, Acasa TV, ProCinema, ProTV International, Sport.ro, MTV Romania), Kanal D (Kanal D Romania), National TV, ProSiebenSat.1 Group (Prima TV, Kiss TV), Viacom (MTV Romania, MTV Base, MTV2, MTV Hits, VH1 Europe, Nickelodeon UK)

	EBU members	ACT members
<b>SE</b>	TV4 (TV4, TV4 Plus, TV4 Sport, TV400, TV4 Film, TV4 Fakta, TV4 Komedi, TV4 Guld, TV4 Science Fiction)	MTG (TV3, TV6, ZTV, TV8, Viasat satellite platform), ProSiebenSat.1 Group (Kanal5, Kanal9, The Voice) TV4 (TV4, TV4 Plus, TV4 Sport, TV400, TV4 Film, TV4 Fakta, TV4 Komedi, TV4 Guld, TV4 Science Fiction), Viacom (MTV Sweden, MTV2, VH1 Europe, VH1 Classic, Nickelodeon Sweden).
<b>SI</b>	–	CME (POP TV, Kanal A), MTG (TV3), Viacom (MTV Adria, VH1 Europe)
<b>SK</b>	–	CME (TV Markizia, Nova Sport), Viacom (MTV European, MTV Base, MTV2, MTV Hits, VH1 Europe, VH1 Classics)
<b>UK</b>	UK Independent Broadcasting Channel 4 Sianel Pedwar Cymru (S4C)	BSKYB (Sky satellite platform), ITV (ITV1, ITV2, ITV3, ITV4, CITV), Viacom (MTV UK, MTV Flux, MTV Dance, MTV2, MTV Hits, VH1 Europe, VH1 Classic, TMF UK, Nickelodeon UK, Nicktoon, Nick Jr, Nick Replay).

*Note: \* Membership list is confined to the sector-related companies of the countries under consideration.*

*Source: EBU and ACT list of members*

## Capacity to negotiate

The third criterion of representativeness at European level refers to an organisation's capacity to negotiate on behalf of its members.

EURO-MEI claims it has been given a permanent mandate by its members to negotiate on matters of European social dialogue.

EFJ represents its respective members in matters of the European sectoral social dialogue.

EuroFIA and FIM also have the capacity to negotiate on behalf of their members.

On the employer side, EBU and AER have an ongoing mandate concerning social dialogue at European level and the capacity to negotiate on behalf of their members.

FIAPF confirmed its capacity to negotiate social dialogue committee tools such as joint opinions, frameworks of actions and on as far as possible in accordance with criteria set out in the 1998 Communication. Their capacity to negotiate is based on an ad hoc mandate, where authorised by their national members.

CEPI also has the capacity to negotiate on behalf of its members.

No information on ACT's capacity to negotiate was obtained.

## Other European-level organisations

As a final proof of the weight of EURO-MEI, EFJ, EuroFIA, FIM, EBU, AER, CEPI and FIAPF within the sector, it is useful to look at the other European organisations to which sector-related employee and employer organisations are affiliated.

European organisations other than EURO-MEI, EFJ, EuroFIA and FIM represent a very low proportion of both sector-related employee organisations and countries (Table A2III). Only one European organisation covering more than three countries fulfils the criteria set out in this study: that is, the European Federation of Public Service Unions ([EPSU](#)), which has seven sector-related affiliations that are involved in collective bargaining in four countries.

An analogous review of the membership of the national employer/business associations can be derived from Tables 9, A3IV and A3V. Most of them have few affiliations to European associations other than EBU, CEPI, AER and FIAPF. There are only two European level associations that fulfil the criteria set within this study which cover at least three countries.

The first association is the Paris-based International Federation of Film Distributors' Associations (FIAD), for which five affiliations covering four countries were identified which are sector related in engaged in collective bargaining. It is important to note here that mapping stemming from the bottom-up approach is not necessarily exhaustive and that the bottom-up approach, conducted within the framework of a representativeness study, is prone to oversight as it does not usually start with a full list of organisations and their members to be checked.

The second association is the International Federation of the Phonographic Industry ([IFPI](#)), which has four members in three countries that are sector-related and involved in collective bargaining.

In terms of both the number of affiliations as well as territorial coverage, however, FIAD and IFPI remain far behind EBU, CEPI, AER and FIAPF (Table 8). There are no affiliations recorded for ACT in Table 8 because its members are individual companies (Table 9), which are not covered by Eurofound representativeness studies.

## Conclusions

Industrial relations in the audiovisual sector tend to be organised at a relatively low level and have a high degree of fragmentation in labour and employers' representation. This is highlighted by the rather low density unionisation rates within the sector caused by the fragmentation of the representation and the high degree of self-employment in the sector. Sectoral densities in terms of employer representation tend to be higher than unionisation rates, but they are also low.

Moreover, collective bargaining coverage is highly polarised and weak in most of the countries analysed. In about a quarter of the countries for which related data are available, collective bargaining coverage is high (mainly in those with multi-employer bargaining practices) and at least half of the countries examined have very low coverage rates, but it is in those where single-employer bargaining practices predominate. In this respect, a pattern emerges. The EU15 countries, Scandinavian countries, Austria, Belgium and Italy show the highest rates, but in the NMS this is only the case in countries where public broadcasting services predominate (and collective bargaining is mainly single-employer bargaining).

In some countries, the audiovisual sector is mainly focused on public or semi-public broadcasting services, especially in the NMS, and the companies providing public broadcasting services are prominent actors of the industrial relations dynamics in the sector.

Under the 1998 Commission Communication, sectoral dialogue committees are established in those sectors where the social partners make a joint request to take part in a dialogue at European level and where the organisations representing both sides of industry fulfil three criteria. The second of these is that 'they shall consist of organisations which are themselves an integral and recognised part of Member States' social partner structures and have the capacity to negotiate agreements, and which are representative of several Member States'. In examining compliance with this criterion, it can be seen that employers/business associations AER, CEPI and FIAPF have a limited coverage of Member States in terms of member organisations related to the audiovisual sector.

In addition, both sides of industry have a certain proportion of member organisations for which information is available which are not involved in collective bargaining. On the employees' side this varies from a fifth (EURO-MEI) to a quarter (EuroFia and FIM), and up to a third in the case of EFJ. On the employers' side, two-thirds of AER's member organisations as well as half of FIAPF's organisations are not involved in collective bargaining.

As seen from the bottom-up mapping of individual organisations, a significant number of sector-related employer organisations across the EU are not affiliated to any of the European organisations



considered. However, the mapping also showed that they are not covered by any other European level organisation. On the employees' side, cases of uncovered major employee organisations were found in only three Member States. No further European level actors with a comparable coverage could be found on either side of the industry.

Analysis of the audiovisual sector in EU27 countries using top-down and bottom-up approaches shows that EURO-MEI, EFJ, EuroFIA and FIM on the employees' side, and EBU, CEPI, AER and FIAPF on the employers' side, are the most important EU-wide representatives of the sector's employers and employees. With regard to ACT, which represents private companies, no conclusions about their EU-wide representativeness could be drawn since the names of its member companies and their contact details were not given to Eurofound.

Martí López and Pablo Sanz, CIREM Foundation

## **Annex 1: More details on the methodological approach**

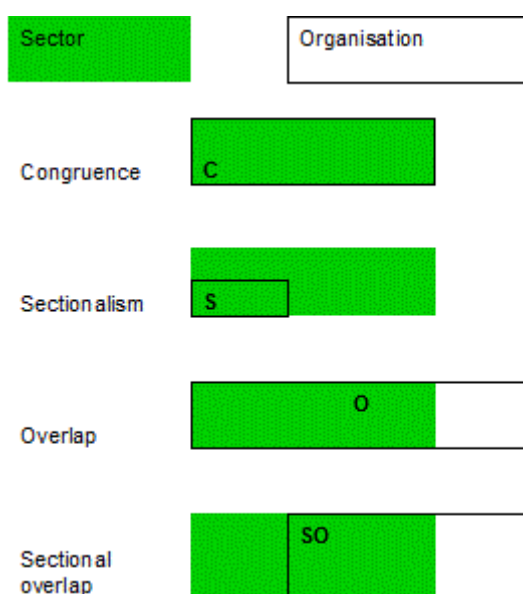
The study follows the conceptual and methodological approach of the EIRO series of representativeness studies. It therefore includes only organisations whose membership domain is 'sector-related'.

### **Demarcation of the sector**

The domains of the trade unions and employer organisations and the scope of the relevant collective agreements in the audiovisual sector are likely to vary from the precise NACE definition used by the study. The study therefore includes all trade unions, employer organisations and multi-employer collective agreements which are 'sector-related' in terms of any of the following four patterns:

- Congruence: the domain/purview is identical to the NACE classification;
- Sectionalism: the domain/purview only covers a certain part of the sector as demarcated by NACE classification, while no group outside the sector is covered;
- Overlap: the domain/purview covers the entire sector plus (parts of) one or more other sectors;
- Sectional overlap: the domain/purview covers part of the sector plus (parts of) one or more other sector.

*Figure A1: Sector-relatedness of social partner organisations: domain patterns*



**Figure A1: Sector-relatedness of social partner organisations: domain patterns**

To ascertain whether the domain of an association relates to the sector, the questions set out in Table A1 had to be answered by the EIRO national correspondent based on interviews with the respective national organisations.

**Table A1: Determining the audiovisual ‘sector-relatedness’ of an organisation**

Scope	Question in the standardised questionnaire sent to all correspondents	Possible answers	Notes and explanations
<b>Domain of the organisation within the sector</b>	Does the association’s domain cover the ‘whole’ audiovisual services sector in terms of economic activities (that is, including all subsector activities)?	Yes/No	This question refers to the economic sub-activities of the NACE code chosen. Some organisations may limit their domain to some of the subsector activities.
	... cover the audiovisual services sector in all the regions?	Yes/No	This question refers to geographical coverage. Some organisations may not be national in scope and limit their domain to some of the regions.
	... cover employees in all types of companies (all types of ownership: private, public...) in the audiovisual services sector?	Yes/No	Some organisations may limit for instance their domain to public sector companies/employees only.
	... cover employees in enterprises of all sizes in the audiovisual services sector?	Yes/No	Some organisations (notably employers’ organisations) may limit their domain to enterprises by size class (such as SMEs only).

Scope	Question in the standardised questionnaire sent to all correspondents	Possible answers	Notes and explanations
	...cover blue-collar and white-collar employees in the audiovisual services sector?	Yes/No	Some organisations (notably trade unions) delimit their domain to either blue-collar or white-collar employees
	...cover all occupations in the audiovisual services sector?	Yes/No	Some organisations (notably trade unions) delimit their domain to certain occupations only.
	... cover employees with other than standard employment contracts in the audiovisual services sector? (self-employed, temporary agency workers, fixed-term contracts...)	Yes/No	Some organisations (notably trade unions) cannot potentially cover certain types of workers, like self-employed, freelancers, temporary agency workers and so on.
<b>Domain of the organisation outside the sector</b>	...also cover employees outside the audiovisual services sector?	Yes/No	Some organisations may enlarge their domain to other activities not included in the audiovisual services sector.

*Source: Standard questionnaire sent to EIRO national correspondents*

## Data collection

Unless otherwise stated, this study draws on country studies provided by the EIRO network of national industrial relations experts, based on a standard questionnaire, which they complete through contacting the sector-related social partner organisations in their countries. Contact is generally made via telephone interviews in the first place, but might also be established via email. In case of non-availability of any representative, the national correspondents are asked to fill out the relevant questionnaires based on secondary sources, such as information given on the social partner's website, or derived from previous research studies.

It is often difficult to find precise quantitative data, especially in a sector like the audiovisual one with a low presence in quantitative terms in many countries. In such cases, the EIRO national centres are requested to provide rough estimates rather than leaving a question blank. However, any doubt over the reliability of an estimate will be noted.

In principle, quantitative data may stem from three sources:

- official statistics and representative survey studies;
- administrative data, such as membership figures provided by the respective organisations, which are then used to calculate the density rate on the basis of available statistical figures on the potential membership of the organisation;
- personal estimates made by representatives of the respective organisations.

## Quality control

To ensure the quality of the information gathered, several verification procedures and feedback loops are used in EIRO representativeness studies.

1. The study's coordinators, in collaboration with Eurofound, check the consistency of the national contributions.
2. Eurofound sends the national contributions to the national members of its governing board and to the European level sector-related social partner organisations. The peak level organisations

then ask their affiliates to verify the information. Feedback received from the sector-related organisations is then taken into account provided it is in line with the study methodology.

3. The complete study is evaluated by the European level sectoral social partners and Eurofound's Advisory Committee on Industrial Relations. This consists of representatives from both sides of industry, governments and the European Commission.

## Annex 2: Employee organisations

**Table A2I: Abbreviations and employee organisation names**

	Abbreviation	Full association name
<b>AT</b>	GdG-KMSfB	Union of Municipal Employees – Culture (Arts, Media, Sports and Independent Professions)
	GPA-djp	Union of Salaried Employees, Graphical Workers and Journalists
<b>BE</b>	AGJPB-AVBB	Professional Journalists Association
	CNE-LBC	National Federation of White-Collar Workers
	CGSLB-ACLVB	Federation of Liberal Trade Unions of Belgium
	CGSP-ACOD	General Confederation of Public Services
	CSC-ACV	Confederation of Christian Trade Unions Transcom-Cultural
	SETCa-BBTK	Belgian Union of White-Collar Staff, Technicians and Managers
<b>BG</b>	Bulgarian Journalist Union <sup>a</sup>	–
	Federation Culture Podkrepa	Federation Culture at Podkrepa
	NRTVTU	National Radio and Television Trade Union
	PTT Podkrepa	Post, Telegraphs and Communications at Podkrepa
	UBA	Union of Bulgarian Actors at Confederation of Independent Trade Unions in Bulgaria
	UBMD	Union of Bulgarian Musicians and Dancers
	Union of Journalists Podkrepa	Trade Union of Journalists Podkrepa
<b>CY</b>	EHK	Actors' Union of Cyprus
	ESK	Union of Cyprus Journalists
	EYRIK	Employees' Union of Cyprus Broadcasting Corporation–Federation of Semi-State Organisations
	PASYNEK	Pancyprian Union of Professional Artists
	SIDIKEK	Local Authority Workers' and Employees' Trade Union
	SYTYRIK	Employees' Union in Technical Services of Cyprus Broadcasting Corporation –Federation of Semi-State Organisations

	Abbreviation	Full association name
<b>CZ</b>	Czech TV - ITU	Independent Organisation in Czech TV in Prague
	HA	Actors' Association
	KUK	Confederation of Art and Culture
	KINOS	International Union of Workers in Cinematography
	OS MEDIA	Trade Union of Mass Media Workers of the Czech Republic
	SNČR	Syndicate of Journalists of the Czech Republic
<b>DE</b>	BFFS	Federation of Film and Television Actors
	DJV	German Federation of Journalists
	DOV	German Orchestra Association
	ver.di	United Services Union
	VRFF	Association of Radio, Film and Television Professionals
<b>DK</b>	DAF	Danish Artists' Association
	Dansk Metal	Danish Metalworkers' Union
	DJ	Danish Union of Journalists
	DMF	Danish Musicians' Union
	DSF	Danish Actors' Association
	FAF	Film and TV Workers' Union
	TL	Danish Association of Professional Technicians
<b>EE</b>	EAL	Union of Estonian Journalists
	EKTL	Estonian Professional Dancers' Union
	ENL	Estonian Actors Union
	RTTTA	Professionals' Union of Technical Workers of Radio and Television
	TLL	Trade Union of Television Creative Workers
<b>EL</b>	EPIEA	Athens Daily Newspapers Staff Union
	ESIEA	Journalists' Union of the Athens Daily Newspapers
	ESIEMTH	Journalists' Union of Macedonia and Thrace Newspapers
	ESPIT	Periodicals and Electronic Press Union
	ETEXT- OT	Greek Union of Film, Television and Audiovisual Technicians
	ETEP	Hellenic Union of Radio Technicians
	ETITA	Union of Greek Private Television Technicians of Attica
	PMS	Pan-Hellenic Musicians' Union
	POESY	Pan-Hellenic Federation of Journalists' Union

	Abbreviation	Full association name
	POSPERT	Pan-Hellenic Federation of Employees' Associations of Radio & Television Broadcasting Corporations
	SEI	Hellenic Actors' Union
<b>ES</b>	ELA STV	Basque Workers' Solidarity
	FAEE	Federation of Artists of the Spanish State
	FAPE	Federation of Associations of Journalists of Spain
	FeS-UGT	Services Federation of the General Workers Confederation
	FSC-CCOO	Federation of Citizens Services of the Trade Union Confederation of Workers' Commissions
	OSAAEE	Organisation of Actors' and Actresses' Union of the Spanish State
	Servizos CIG	Services Federation of Galician Interunion Confederation
	TACE	Union of Audiovisual and Cinematographic Technicians of the Spanish State
	UMC	Catalan Musicians' Union
	USO-AS	Workers Union Organisation - Services Area
<b>FI</b>	Ammattiliitto Pro	Salaried Employees' Trade Union Pro
	ERTO	Federation of Special Service and Clerical Employees
	SJL	Finnish Union of Journalists
	SNL	Union of Finnish Actors
	SML	Finnish Musicians Union
	TEME	Theatre and Media Employees in Finland
<b>FR</b>	FASAP FO	Federation for Arts, Shows, Audiovisual, Press, Communications and Multimedia (Force Ouvrière)
	FEC-FO <sup>a</sup>	Federation of Employees and Managers (Force Ouvrière)
	Fedecom CFTC	Communications Federation of the French Confederation of Christian Workers (CFTC)
	FORTAC-FO	National Union of Directors, Technicians from the Audiovisual and Film industries (Force Ouvrière)
	INOVA <sup>a</sup>	National Union of Managerial Staff
	Journalistes FO	General Union of Journalists (Force Ouvrière)
	SFA	French Union of Artists and Interpreters
	SFR-CGT	French Union of Directors
	SIA UNSA	Independent Union of Artists and Performers (UNSA Confederation)
	SNACOPVA	National Union of Artists and Conductors of Variety

	Abbreviation	Full association name
		Shows and Arrangers
	SNAM CGT	National Federation of Musician Artists' Unions
	SNCAMTC	National Union of Managers, Employees and Technicians in the Film Industry
	SNFORT	National Union for Radio and Television (Force Ouvrière)
	SNJ	National Union of Journalists
	SNJ CGT	National Union of Journalist (General Confederation of Labour)
	SNLA-FO	Free Union of Artists (Force Ouvrière)
	SNM (F3C-CFDT)	National Union of Media (French Democratic Confederation of Labour)
	SNM-FO	National Musicians Union (Force Ouvrière)
	SNRT-CGT Audiovisuel	National Union of Radio and Television (CGT Confederation)
	SNTPCT	National Union of Technicians and Workers in Film and Television Production
	SNTR-CGT (SIMPAC)	National Union of Technical Directors / General Union of Workers in the Film Industry
	SUD	United Union for Culture & Media Solidarity
	SYNPTAC-CGT <sup>a</sup>	National Union of Professionals from the Theatre and Cultural Activities
	UGICT-CGT <sup>a</sup>	General Union of Engineers, Managers and Technicians (CGT Confederation)
	USJ-CFDT	Union of Journalists (CFDT Confederation)
<b>HU</b>	FFSz	Trade Union of Artists and Employees of Cinematography
	MUOSZ	Association of Hungarian Journalists
	PHDSZSZ	Federation of Trade Unions of Hungarian Posts and Communications Employees
	VASAS	Metalworkers' Union
<b>IE</b>	BATU	Building and Allied Trade Union
	MUI	Musicians Union of Ireland
	NUJ	National Union of Journalists
	SIPTU	Services, Industrial, Professional and Technical Union
	TEEU	Technical Engineering and Electrical Union
	UCATT	Union of Construction Allied Trades and Technicians
<b>IT</b>	FENASALC-CISAL	National Federation of Autonomous Trade Unions for Workers in Commerce

	Abbreviation	Full association name
	FISTEL-CISL	Trade Union Federation CISL- Press, Telecommunications and Show Business
	FNSI	National Federation of the Italian Media
	LIBERSIND-CONFSAL	Autonomous Trade Union of Show business, Visual Arts, Information, Sport
	SAI	Trade Union of Italian Actors
	SLC-CGIL	Communication Workers' Union
	SNATER-CISAL	National Autonomous Trade Union of Telecommunications, Radio and Television, Associated Companies of Advertising and Show Business
	UGL-Telecommunications	Telecommunications at UGL
	UILCOM-UIL	Union of Italian Workers Communication
<b>LT</b>	LRTKDPS	Trade Union Unification for Creative Workers of Lithuanian Radio and Television
	LŽS	Lithuanian Journalists' Union
	LŽD	Lithuanian Journalists' Association
<b>LU</b>	ALJ	Association of Luxemburgish Journalists
	OGBL, FLTL	Trade Union of Printing Houses, Media and Culture
<b>LV</b>	LAA	Latvian Actors' Association
	LKDAF	Latvian Trade Union Federation for People Engaged in Cultural Activities
	LSAB	Latvian Post and Telecommunications Workers Trade Union
	LZS	Latvian Union of Journalists
<b>MT</b>	GWU	General Workers' Union
	IGM	Institute of Maltese Journalists
<b>NL</b>	CNV Media Dienstenbond	Christian Services Trade Union – Media
	De Unie/MHP	The Union/Federation for Professionals
	FNV Kiem	Federation of Dutch Trade Unions, Arts, Entertainment and Media
	NVJ	Federation of Dutch Trade Unions, Dutch Association of Journalists
<b>PL</b>	FZZPKiS	Federation of Trade Unions of Culture and Art Employees
	KSPRiT NSZZ 'Solidarność'	Domestic Section of Radio and Television Employees of the Self-Governing Trade Union 'Solidarity'
	SDP	Polish Journalists' Association
	SDRP	Association of Journalists of the Republic of Poland



	Abbreviation	Full association name
	ZASP	Association of Polish Stage Artists
	ZZAP	Trade Union of Polish Actors
	ZZST FORUM	Union of Associated Artists FORUM
<b>PT</b>	CENA	Union of Professionals in Live Performance and Audiovisual
	SERS	Union of Engineers
	SINTTAV	National Union of Telecommunication and Audiovisual Workers
	Sindetelco	Democratic Union of Communication and Media Workers
	SITESE	Union of Workers in Administrative, Commerce, Hotels and Services
	SJ	Union of Journalists
	SMAV	Union of Audiovisual Media
	STE	Union of Live Performance Workers
	STT	National Union of Telecommunication and Audiovisual Communication Workers
<b>RO</b>	FAIR	Federation of Performing Artists' Union of Romania
	MediaSind	Romanian Federation of Journalists
	USIS	Association of Entertainment Institution Trade Unions
	USRC	Association of Culture Industry Trade Unions
<b>SE</b>	DIK	Swedish Trade Union for University Graduates in the Fields of Documentation, Information And Culture
	SJF	Swedish Union of Journalists
	SMF	Swedish Union for Musicians
	SYMF	Swedish Union for Professional Musicians
	TF	Swedish Union for Theatre, Artists and Media
	Unionen	Unionen
<b>SI</b>	DNS	Slovene Association of Journalists
	GLOSA-SKG	Union Conference of Musicians at Union GLOSA
	GLOSA Union	Union of Culture of the Republic of Slovenia
	SDRS	Union of Workers in Broadcasting of Slovenia
	SNS	Union of Slovenian Journalists
	SKUU RTV Slovenia	Union of Cultural and Artistic Creators of RTV Slovenia
	SUKI-GLOSA	Union Conference of Freelance Workers in Culture and Media at GLOSA
	SVIZ	Education, Science and Culture Trade Union of Slovenia

	Abbreviation	Full association name
	ZDUS	Slovenian Association of Dramatic Artists
<b>SK</b>	HOS	Actors' Commune of Slovakia
	SSN	Slovak Syndicate of Journalists
	Únia – OZ PHS	Union – Trade Union Association of Professional Musicians of Slovakia
<b>UK</b>	BECTU	Broadcasting, Entertainment, Cinematograph and Theatre Union
	EQUITY	Equity
	MU	Musicians' Union
	NUJ	National union of Journalists
	WGGB	The Writers' Guild of Great Britain

Note: <sup>a</sup> Not included in national reports.

## A2II: Domain coverage and membership, 2011

	Employee organisation	Domain coverage	Type of membership	Active members total	Active members in sector
<b>AT</b>	GdG-KMSfB*	Sectional overlap	Voluntary	156,000	1,700
	GPA-djp*	Sectional overlap	Voluntary	180,000	na
<b>BE</b>	SETCa- BBTK*	Sectional overlap	Voluntary	400,000	na
	CGSP-ACOD*	Sectional overlap	Voluntary	254,000	1,300
	CGSLB-ACLBV*	Sectional overlap	Voluntary	275,000	60
	CSC-ACV*	Sectionalism	Voluntary	na	na
	CNE-LBC *	Sectional overlap	Voluntary	482,000	na
	AGJPB-AVBB	Sectional overlap	Voluntary	5,723	na
<b>BG</b>	UBMD*	Overlap	Voluntary	2,082	2,082
	UBA*	Overlap	Voluntary	na	na
	NRTVTU*	Overlap	Voluntary	215	215
	PTT Podkrepa*	Sectional overlap	Voluntary	3,000	100
	Federation Culture Podkrepa*	Overlap	Voluntary	726	726
	Podkrepa*	Overlap	Voluntary	9	na
	BJU <sup>a</sup>	na	na	na	na
<b>CY</b>	EHK*	Sectional overlap	Voluntary	280	280
	PASYNEK*	Sectional overlap	Voluntary	650	na
	ESK*	Sectional overlap	Voluntary	530	na

	Employee organisation	Domain coverage	Type of membership	Active members total	Active members in sector
	EYRIK*	Sectional overlap	Voluntary	10,023	245
	SYTYRIK*	Sectional overlap	Voluntary	10,023	62
	SIDIKEK*	Sectional overlap	Voluntary	4,000	112
<b>CZ</b>	OS MEDIA*	Sectional overlap	Voluntary	~2,000	~2,000
	KUK*	Overlap	Voluntary	37,675	na
	KINOS*	Sectional overlap	Voluntary	4,125	na
	HA*	Sectional overlap	Voluntary	913	na
	SNČR*	Sectional overlap	Voluntary	3,000	na
	Czech TV-ITU*	Sectionalism	Voluntary	na	na
<b>DE</b>	ver.di*	Overlap	Voluntary	2,094,455	18,000
	DJV*	Sectional overlap	Voluntary	38,000	7,500
	VRFF*	Sectionalism	Voluntary	2,500	2,500
	BFFS*	Sectionalism	Voluntary	1,500	1,500
	DOV*	Sectional overlap	Voluntary	10,500	1,500
<b>DK</b>	FAF*	Overlap	Voluntary	869	831
	DJ*	Sectionalism	Voluntary	15,500	5,000
	Dansk Metal*	Sectional overlap	Voluntary	122,000	na
	DSF	na	Voluntary	2,000	na
	DMF	na	Voluntary	380	na
	DAF	na	Voluntary	1,500	na
<b>EE</b>	EAL*	Overlap	Voluntary	61	61
	TLL*	Sectionalism	Voluntary	75	75
	RTTTA*	Sectionalism	Voluntary	111	111
	EKTL*	Sectional overlap	Voluntary	79	na
	ENL*	Sectional overlap	Voluntary	510	na
<b>EL</b>	POSPERT	Sectional overlap	Voluntary	4,000	2,500
	ETITA	Sectionalism	Voluntary	700	700
	EPIEA	Sectional overlap	Voluntary	3,000	na
	ETEKT- OT	Sectionalism	Voluntary	610	610
	ETEP	Sectionalism	Voluntary	300	300
	SEI	Sectional overlap	Voluntary	2,620	na
	PMS	Sectional overlap	Voluntary	1,000	na

	Employee organisation	Domain coverage	Type of membership	Active members total	Active members in sector
	ESIEMTH	Sectional overlap	Voluntary	689	250
	PFJU	Sectional overlap	Voluntary	6,252	na
	PEPU	Sectional overlap	Voluntary	440	na
	ESIEA	Sectional overlap	Voluntary	4,030	1,579
<b>ES</b>	FeS-UGT*	Overlap	Voluntary	135,378	5,823
	FSC-CCOO*	Overlap	Voluntary	na	7,550
	USO-AS*	Overlap	Voluntary	na	na
	Servizos CIG*	Sectional overlap	Voluntary	na	na
	ELA-STV*	Sectional overlap	Voluntary	24,909	na
	TACE*	Sectionalism	Voluntary	1,400	1,400
	UMC*	Sectional overlap	Voluntary	1,000	na
	FAEE*	Sectional overlap	Voluntary	na	na
	OSAAEE*	Sectional overlap	Voluntary	na	na
	FAPE*	Sectional overlap	Voluntary	na	na
<b>FI</b>	TEME*	Sectional overlap	Voluntary	4,300	800
	SJL*	Sectional overlap	Voluntary	11,000	2,500
	Ammattiliitto Pro*	Sectional overlap	Voluntary	110,000	100
	ERTO*	Sectional overlap	Voluntary	15,000	200
	SNL	Sectional overlap	Voluntary	1,800	na
	SML	Sectional overlap	Voluntary	3,300	na
<b>FR</b>	SFA	Sectional overlap	Voluntary	2,000	na
	SNAM CGT*	Sectional overlap	Voluntary	na	na
	SNTPT*	Sectionalism	Voluntary	1,000	1,000
	SFR-CGT*	Sectionalism	Voluntary	na	na
	SNTR-CGT* (SPIAC)	Sectional overlap	Voluntary	na	na
	SNRT-CGT Audiovisuel*	Sectional overlap	Voluntary	na	na
	SNJ CGT*	Sectional overlap	Voluntary	na	na
	FORTAC-FO*	Sectionalism	Voluntary	na	na
	SNM-FO*	Sectional overlap	Voluntary	1,000	na
	FASAP FO*	Overlap	Voluntary	1,500	700
	Journalistes FO*	Sectional overlap	Voluntary	na	na
	USJ-CFDT*	Sectional overlap	Voluntary	na	na

	Employee organisation	Domain coverage	Type of membership	Active members total	Active members in sector
	SNLA-FO*	Sectional overlap	Voluntary	na	na
	SNFORT*	Sectionalism	Voluntary	na	na
	SNJ*	Sectional overlap	Voluntary	3,000	na
	Fedecom CFTC*	Overlap	Voluntary	na	na
	SNM (F3C-CFDT)*	Overlap	Voluntary	2,000	2,000
	SNCAMTC*	Sectionalism	Voluntary	na	na
	SNACOPVA*	Sectionalism	Voluntary	na	na
	SIA UNSA*	Overlap	Voluntary	na	na
	SUD*	Overlap	Voluntary	na	na
	UGCIT-CGT <sup>a</sup>	na	na	na	na
<b>HU</b>	PHDSZSZ*	Sectional overlap	Voluntary	9,800	1,373
	VASAS*	Sectional overlap	Voluntary	30,000	na
	MUOSZ	Sectional overlap	Voluntary	4,500	na
	FFSz	Sectionalism	Voluntary	300	300
<b>IE</b>	SIPTU	Sectional overlap	Mixed	199,881	3,000
	NUJ	Sectionalism	Voluntary	3,083	na
	TEEU	Sectional overlap	Voluntary	3,900	200
	UCATT*	Sectional overlap	Voluntary	8,750	20
	BATU*	Sectional overlap	Voluntary	4,000	70
	MUI	Sectional overlap	Voluntary	na	na
<b>IT</b>	SLC-CGIL*	Sectional overlap	Voluntary	97,178	na
	SAI*	Sectional overlap	Voluntary	1,900	1,900
	FISTEL-CISL*	Sectional overlap	Voluntary	50,803	na
	UILCOM-UIL*	Sectional overlap	Voluntary	40,544	5,000
	FNSI	Sectional overlap	Voluntary	25,034	1,424
	FENASALC-CISAL*	Sectional overlap	Voluntary	98,000	na
	UGL-Telecommunications*	Sectional overlap	Voluntary	na	na
	SNATER-CISAL*	Sectional overlap	Voluntary	na	na
	LIBERSIND-CONFSAL*	Sectional overlap	Voluntary	4,000	na
<b>LT</b>	LRTKDPS	Sectionalism	Voluntary	500	500
	LŽS*	Sectional overlap	Voluntary	1,100	na

	Employee organisation	Domain coverage	Type of membership	Active members total	Active members in sector
	LŽD*	Sectional overlap	Voluntary	180	8
LU	OGBL, FLTL	Overlap	Voluntary	200	100
	ALJ	Sectional overlap	Voluntary	na	na
LV	LKDAF*	Overlap	Voluntary	2,154	220
	LSAB*	Sectional overlap	Voluntary	3,887	170
	LZS	Sectional overlap	Voluntary	200	100
	LAA	na	na	na	na
MT	GWU	Overlap	Voluntary	43,002	140
	IGM	Sectionalism	Voluntary	75	75
NL	FNV Kiem*	Overlap	Voluntary	7,000	na
	NVJ*	Sectional overlap	Voluntary	8,000	1,000
	CNV Media Dienstenbond*	Overlap	Voluntary	na	520
	De Unie/MHP*	Sectional overlap	Voluntary	na	na
PL	FZZPKiS	Sectional overlap	Voluntary	3,000	100
	KSPRiT NSZZ 'Solidarność'	Sectionalism	Voluntary	800,000	1,900
	ZZAP	Sectional overlap	Voluntary	700	na
	ZZST FORUM	Sectional overlap	Voluntary	450	150
	SDP	Sectional overlap	Voluntary	2,700	na
	SDRP	Sectional overlap	Voluntary	1,293	na
	ZASP	Sectional overlap	Voluntary	2,200	na
PT	STT*	Sectionalism	Voluntary	na	na
	SMAV*	Overlap	Voluntary	600	100
	SJ*	Sectional overlap	Voluntary	na	na
	SINTTAV*	Overlap	Voluntary	6,206	na
	Sindetelco*	Overlap	Voluntary	8,000	100
	STE*	Overlap	Voluntary	1,200	240
	CENA*	Overlap	Voluntary	450	50
	SERS*	Sectional overlap	Voluntary	na	na
	SITESE*	Sectional overlap	Voluntary	10,000	na
RO	MediaSind	Overlap	Voluntary	9,000	na
	USRR*	Overlap	Voluntary	7,000	na

	Employee organisation	Domain coverage	Type of membership	Active members total	Active members in sector
	FAIR*	Overlap	Voluntary	na	na
	USIS*	Sectional overlap	Voluntary	na	na
<b>SE</b>	TF	Overlap	Voluntary	7,000	1,000
	SYMF*	Sectionalism	Voluntary	1,575	1,575
	SMF*	Sectional overlap	Voluntary	3,000	2,500
	DIK*	Sectional overlap	Voluntary	22,000	500
	Unionen*	Sectional overlap	Voluntary	500,000	3,500
	SJF*	Sectional overlap	Voluntary	17,000	4,500
<b>SI</b>	ZDUS*	Sectional overlap	Voluntary	344	303
	SUKI-GLOSA*	Sectional overlap	Voluntary	80	80
	GLOSA Union*	Overlap	Voluntary	na	na
	GLOSA-SKG*	Overlap	Voluntary	na	na
	SVIZ*	Sectional overlap	Voluntary	40,000	14
	SKUU RTV Slovenia*	Sectional overlap	Voluntary	na	na
	DNS*	Sectional overlap	Voluntary	1,070	na
	SDRS*	Sectionalism	Voluntary	na	na
	SNS*	Sectionalism	Voluntary	700	350
<b>SK</b>	HOS*	Sectional overlap	Voluntary	65	na
	Únia - OZ PHS*	Sectional overlap	Voluntary	600	na
	SSN*	Sectional overlap	Voluntary	1,800	200
<b>UK</b>	BECTU*	Overlap	Voluntary	23,273	21,349
	EQUITY*	Sectional overlap	Voluntary	36,500	na
	MU*	Overlap	Voluntary	25,500	2,500
	NUJ*	Sectional overlap	Voluntary	29,930	6,000
	WGGB*	Sectional overlap	Voluntary	1,500	1,000

Notes:

\* Domain overlap with other sector-related employee organisation.

<sup>a</sup> Not included in national report.

na = not available

**Table A2III: Density, collective bargaining, consultation and affiliations, 2011**

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
<b>AT</b>	GdG-KMSfB	14.8	Yes, both	Yes, within tripartite structures	On an ad-hoc basis	ÖGB EPSU Eurofedop, ETF, EFJ, UNI-EuroMEI, FIM, EuroFIA PSI, ITF, IFJ, EURO-MEI, FIM, FIA, FIFpro
	GPA-djp	na	Yes, single-employer	Yes, within tripartite structures	On a regular basis and on an ad-hoc basis	ÖGB ETUC, EPSU, EMCEF, EFFAT, EFJ, ITUC-CSI-IGB, UNI, WOW
<b>BE</b>	SETCa-BBTK	na	Yes, both	Yes, within tripartite structures	On a regular basis	FGTB/ABVV UNI Europa, EPSU UNI
	CGSP-ACOD	13.3	Yes, both	Yes, within tripartite structures	On a regular basis	FGTB/ABVV UNI-Europa, EuroFIA UNI, FIM, MEI
	CGSLB-ACLVB	0.6	Yes, both	Yes, within tripartite structures	On a regular basis	ETUC ITUC
	CSC Transcom-culture – ACV Transcom-cultuur	na	Yes, both	Yes, within tripartite structures	On a regular basis	CSC/ACV EuroFIA
	CNE-LBC	na	Yes, both	Yes, within tripartite structures	On a regular basis	CSC/ACV UNI, EPSU, ETUC
	AGJPB-AVBB	na	No	No	na	EFJ
<b>BG</b>	UBMD	na	Yes, both	Yes, within tripartite structures	On a regular basis	CITUB FIM
	UBA	na	Yes, both	Yes, within tripartite structures	On a regular basis	CITUB EuroFIA
	NRTVTU	na	Yes, both	Yes, within tripartite structures	On a regular basis	CITUB MEI
	PTT	na	Yes, both	Yes, within	On a	CL Podkrepa



	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
	Podkrepa			tripartite structures	regular basis	EURO-MEI
	Federation Culture Podkrepa	na	Yes, both	Yes, within tripartite structures	On a regular basis	<i>Podkrepa</i>
	Union of Journalists Podkrepa	na	Yes, both	Yes	na	<i>Podkrepa</i> EFJ
	BJU <sup>a</sup>	na	na	na	na	EFJ
<b>CY</b>	EHK	12.7	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	<i>SEK</i> EuroFIA FIA
	PASYNEK	na	No	No	–	Euro-FIM FIM
	ESK	na	Yes, single-employer bargaining only	No	–	EFJ IFJ
	EYRIK	11.1	Yes, single-employer	No	–	<i>SEK</i> EPSU
	SYTYRIK	2.8	Yes, single-employer	No	–	<i>SEK</i> EPSU
	SIDIKEK	5.1	Yes, single-employer	No	–	<i>PEO</i>
<b>CZ</b>	OS MEDIA	17.2	No	Yes, unilaterally	On an ad-hoc basis	EURO-MEI
	KUK	na	No	Yes, unilaterally	On an ad-hoc basis	–
	KINOS	na	No	Yes, unilaterally	On an ad-hoc basis	EURO-MEI
	HA	na	No	Yes, within tripartite structures	On a regular basis	<i>CMKOS, SVU</i> EuroFIA
	SNČR	na	No	Yes, unilaterally	On an ad-hoc basis	EFJ
	Czech TV-ITU	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EURO-MEI
<b>DE</b>	ver.di	13.8	Yes, both	Yes, both	On a regular	<i>DGB</i> EJF, EuroFIA, FIM, UNI

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
					basis	EURO-MEI, FIA, FIM, IJF
	DJV	5.8	Yes, both	Yes, unilaterally	On an ad-hoc basis	EJF IJF
	VRFF	2.6	Yes, single-employer	na	na	<i>DBB</i>
	BFFS	1.5	Yes, single-employer	na	na	–
	DOV	1.1	Yes, both	Yes, unilaterally	On a regular basis	<i>ver.di</i> EAEA, FIM
<b>DK</b>	FAF	6.4	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis	<i>FTF</i> EURO-MEI EURO-MEI
	DJ	38.3	Yes, both	Yes, unilaterally	On an ad-hoc basis	NJF, EFJ, EIS, AVTE, FREG, AREG
	Dansk Metal	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	<i>LO</i> EMF IMF
	DSF	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>FTF</i> EuroFIA
	DMF	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>FTF</i> FIM
	DAF	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>LO</i> EuroFIA
<b>EE</b>	EAL	0.5	Yes, single-employer	Yes, both	On an ad-hoc basis	<i>TALO, ASN, EMSL, EJL</i> EFJ IFJ
	TLL	0.7	Yes, single-employer	Yes, both	On an ad-hoc basis	<i>TALO</i>
	RTTTA	1.0	Yes, single-employer	Yes, both	On an ad-hoc basis	<i>TALO</i>
	EKTL	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>ETU, EEUC</i> EuroFIA
	ENL	na	Yes, both	Yes, within tripartite structures	On a regular basis	EuroFIA
<b>EL</b>	POSPERT	14.7	Yes, single-employer	No		<i>GSEE</i> UNI-EUROMEI

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
	ETITA	4.1	Yes, multi-employer	No		<i>POSPERT</i>
	EPIEA	na	Yes, multi-employer			<i>POEPTYM</i>
	ETEKT- OT	3.6	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis	<i>POTHA</i>
	ETEP	1.8	Yes, multi-employer	No		<i>POSPERT</i>
	SEI	na	No	No	-	EuroFIA
	PMS	na	No	No	-	FIM
	ESIEMTH	1.5	Yes, single-employer	No	-	EFJ
	PFJU	na	No	No	-	EFJ
	PEPU	na	No	No	-	EFJ
	ESIEA	8.5	Yes, both	No	-	EFJ
<b>ES</b>	FeS-UGT	7.9	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>UGT</i> UNI Europa Media UNI Media
	FSC-CCOO	10.2	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>CCOO</i> UNI Europa Media, EuroFIA, FIM, EFJ UNI Media, FIM, IFJ
	USO-AS	na	Yes, single-employer	No		<i>USO</i>
	Servizos CIG	na	Yes, single-employer bargaining only	Yes, unilaterally	On an ad-hoc basis	–
	ELA-STV	na	Yes, single-employer	na	na	EURO-MEI, EFJ
	TACE	2.2	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EURO-MEI
	UMC	na	No	Yes, unilaterally	On a regular basis	FIM
	FAEE	na	Yes, multi-employer	na	na	EuroFIA
	OSAAEE	na	Yes, multi-employer	na	na	EuroFIA

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
	FAPE	na	No	No		EFJ
<b>FI</b>	TEME	8.1	Yes, both	Yes, unilaterally	On a regular basis	SAK, EURO-MEI, EuroFIA, UNI
	SJL	25.4	Yes, multi-employer	Yes, both	On a regular basis	EFJ IFJ
	Ammattiliitto Pro	1.0	Yes, both	Yes, unilaterally	On a regular basis	<i>STTK</i> EURO-MEI UNI
	ERTO	2.0	No	No		<i>STTK</i> EURO-MEI
	SNL	na	No	No		EuroFIA FIA
	SML	na	No	No		SAK FIM
<b>FR</b>	SFA	na	Yes, both	Yes, both	On a regular basis	<i>FNSAC-CGT</i> EuroFIA FIA
	SNAM CGT	na	Yes, both	Yes, both	On a regular basis	<i>FNSAC CGT</i> ETUC FIM-CSI
	SNTPCT	0.6	Yes, both	Yes, both	On a regular basis	EURO-MEI
	SFR-CGT	na	Yes, both	Yes, both	On a regular basis	<i>FNSAC CGT</i> EURO-MEI UNI
	SNTR-CGTF (SPIAC)	na	Yes, both	Yes, both	On a regular basis and on an ad-hoc basis	<i>FNSAC CGT</i> EURO-MEI UNI
	SNRT-CGT Audiovisuel	na	Yes, both	Yes, within tripartite structures	On a regular basis	<i>CGT</i> EURO-MEI UNI
	SNJ CGT	na	Yes, both	Yes, within tripartite structures	On a regular basis	<i>CGT</i> EFJ IFJ

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
	FORTAC-FO	na	Yes, both	Yes, both	On a regular basis	<i>FASAP-FO</i> <i>EURO-MEI</i> <i>UNI</i>
	SNM-FO	na	Yes, both	Yes, both	On a regular basis	<i>FASAP-FO</i>
	FASAP FO	na	Yes, multi-employer	Yes, both	On a regular basis	<i>FASAP-FO</i> <i>EURO-MEI</i> <i>UNI</i>
	Journalistes FO	na	Yes, both	Yes, both	On a regular basis	<i>FASAP-FO</i>
	USJ-CFDT	na	Yes, both	Yes, within tripartite structures	On a regular basis	<i>CFDT</i> <i>EFJ</i> <i>IFJ</i>
	SNLA-FO	na	Yes, both	Yes, both	On a regular basis	<i>FASAP-FO</i> <i>EURO-MEI</i> <i>UNI</i>
	SNFORT	na	Yes, both	Yes, both	On a regular basis	<i>FASAP-FO</i> <i>EURO-MEI</i> <i>UNI</i>
	SNJ	na	Yes, both	Yes, both	On a regular basis	<i>EFJ</i> <i>IFJ</i>
	Fedecom CFTC	na		na	na	<i>CFTC</i>
	SNM (F3C-CFDT)	na	Yes, both	Yes, both	On a regular basis	<i>CFDT</i> <i>EURO-MEI</i> <i>UNI</i>
	SNCAMTC	na	Yes, both	Yes, both	On a regular basis	<i>CFE-CGC</i>
	SNACOPVA	na	Yes, both	na	na	<i>CFE-CGC</i>
	SIA UNSA	na	Yes, both	No		<i>UNSA</i>
	SUD	na	Yes, both	na	na	<i>SUD</i>
	UGCIT-CGT <sup>a</sup>	na	na	na	na	<i>EURO-MEI</i>
<b>HU</b>	PHDSZSZ	18.2	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	<i>SZEF</i>

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
						EFJ
	VASAS	na	Yes, single-employer	Yes, unilaterally	On a regular basis	MSZOSZ
	MUOSZ	na	No	Yes, unilaterally	On an ad-hoc basis	EFJ
	FFSz	3.9	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EURO-MEI
<b>IE</b>	SIPTU	55.1	Yes, both	Yes, within tripartite structures	On a regular basis	ICTU EURO-MEI, EuroFIA, FIM UNI GLOBAL
	NUJ	na	Yes, single-employer	Yes, within tripartite structures	On a regular basis	ICTU EURO-MEI UNI GLOBAL
	TEEU	3.7	Yes, both	Yes, within tripartite structures	On a regular basis	ICTU EURO-MEI UNI GLOBAL
	UCATT	0.4	Yes, both	No		ICTU
	BATU	1.3	Yes, both	Yes, within tripartite structures	On a regular basis	ICTU
	MUI	na	Yes, both	Yes, within tripartite structures	On a regular basis	SIPTU FIM
<b>IT</b>	SLC-CGIL	na	Yes, both	Yes, within tripartite structures	On a regular basis and on an ad-hoc basis	CGIL EUROMEI FIM
	SAI	3.0	Yes, multi-employer	Yes, both	On a regular basis and on an ad-hoc basis	CGIL EuroFIA FIA
	FISTEL-CISL	na	Yes, both	Yes, both	On a regular basis and on an ad-hoc basis	CSIL EURO-MEI, UNI Media, UNI Graphical, UNI Telecom UNI Global
	UILCOM-UIL	7.9	Yes, both	Yes, both	On a regular	UIL

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
					basis and on an ad-hoc basis	UNI Europe UNI Global
	FNSI	2.2	Yes, both	Yes, both	On a regular basis	EFJ IFJ
	FENASALC-CISAL	na	Yes, multi-employer	na	na	CISAL CESI
	UGL-Telecommunications	na	Yes, single-employer	na	na	UGL
	SNATER-CISAL	na	Yes, single-employer	na	na	CISAL
	LIBERSIND-CONFSAL	na	Yes, single-employer	na	na	CONFSAL
LT	LRTKDPS	na	Yes, single-employer	No	–	LPSK EUROMEI EURO-MEI
	LŽS	na	No	Yes, unilaterally	On an ad-hoc basis	EFJ IFJ
	LŽD	na	No	Yes, unilaterally	On an ad-hoc basis	LDF
LU	OGBL, FLTL	6.7	Yes, single-employer	Yes, both	On a regular basis	CGT EURO-MEI
	ALJ	na	na	na	na	EFJ
LV	LKDAF	8.5	Yes, both	Yes, within tripartite structures	On a regular basis	LBAS EURO-MEI EURO-MEI
	LSAB	6.6	Yes, both	Yes, within tripartite structures	On a regular basis	LBAS EURO-MEI EURO-MEI
	LZS	4.4	Yes, both	No	-	EFJ
	LAA	na	na	na	na	EuroFIA
MT	GWU	9.7	Yes, single-employer	No	-	EPSU, ETUC, UNI Europa, EURO WEA, FERPA, Eurocadres, ETF, EFBWW, EMF, EFFAT IMF, ICEM, ITGLWF,

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
						UNI, IFM, IFWEA
	IGM	5,1	na	Yes, unilaterally	On a regular basis	<i>TFEJ</i> EFJ, AIPCE
<b>NL</b>	FNV Kiem	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>FNV</i> EURO-MEI, EuroFIA, FIM FIA, FIM, EURO-MEI
	NVJ	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>FNV</i> EFJ IFJ
	CNV Media Dienstenbond	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>CNV</i> ETUC WOW
	De Unie/MHP	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	na
<b>PL</b>	FZZPKiS	0.3	Yes, single-employer	Yes, both	On an ad-hoc basis	<i>OPZZ</i> EURO-MEI
	KSPRiT NSZZ 'Solidarność'	6.4	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	na
	ZZAP	na	No	No		EuroFIA
	ZZST FORUM	0.5	No	Yes, unilaterally	On an ad-hoc basis	EuroFIA, FIM
	SDP	na	No	Yes, unilaterally	On an ad-hoc basis	EFJ IFJ
	SDRP	na	No	Yes, unilaterally	On an ad-hoc basis	EFJ IFJ, ACIT
	ZASP	na	No	Yes, both	On a regular basis and on an ad-hoc basis	EuroFIA
<b>PT</b>	STT	na	Yes, both	na	na	<i>CGTP</i> EURO-MEI UNI
	SMAV	1.1	Yes, both	na	na	<i>UGT</i>
	SJ	na	Yes, single-employer	na	na	EFJ IFJ



	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
	SINTTAV	na	Yes, both	na	na	CPQ, CGTP EURO-MEI UNI
	Sindetelco	1.1	Yes, single-employer	na	na	UGT UNI-EUROPE UNI GLOBAL
	STE	2.5	No	No		CGTP EuroFIA FIA
	CENA	0.5	No	na	na	CGTP
	SERS	na	Yes, multi-employer	na	na	EURO-MEI
	SITese	na	Yes, multi-employer	na	na	UGT EURO-MEI
RO	MediaSind	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis	EFJ IFJ
	USRC	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis	EuroFIA, FIM FIA, FIM
	FAIR	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis	BNS EuroFIA FIM
	USIS	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis	BNS EuroFIA
SE	TF	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	TCO, ITI EURO-MEI EURO-MEI, EuroFIA, FERA
	SYMF	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	MS, KLYS, SAMI, CS, FSM, MA, EXMS, KK, TCO FIM, NMU
	SMF	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	MS, KLYS, SAMI, CS, FSM, LO, MA, EXMS, ITI NMU, FIM
	DIK	na	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis	SACO, PTK

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
						ENCATC
	Unionen	na	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis	TCO, CS, PTK EURO-MEI EURO-MEI
	SJF	na	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis	TCO, PTK, KLYS, ALYS EFJ, NFJ IFJ, INSI
<b>SI</b>	ZDUS	8.4	No	No		CCS EuroFIA
	SUKI-GLOSA	2.2	No	Yes, unilaterally	On an ad-hoc basis	GLOSA EURO-MEI EURO-MEI
	GLOSA Union	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ZSSS ETUC EURO-MEI
	GLOSA-SKG	na	No	Yes, unilaterally	On an ad-hoc basis	ZSSS FIM
	SVIZ	0.4	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	KSJSC ETUCE FIM, EI
	SKUU RTV Slovenia	na	Yes, single-employer	No		na
	DNS	na	No	Yes, unilaterally	On an ad-hoc basis	EFJ IFJ
	SDRS	17.4	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	na
	SNS	9.7	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EFJ, IFJ
<b>SK</b>	HOS	na	No	Yes, unilaterally	On an ad-hoc basis	EuroFIA FIA
	Únia - OZ PHS	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	KUK FIM
	SSN	3.4	No	Yes, unilaterally	On an ad-hoc basis	EFJ
<b>UK</b>	BECTU	14.8	Yes, both	Yes, within tripartite structures	On an ad-hoc basis	GFTU, SECTU EURO-MEI
	EQUITY	na	Yes, both	Yes, both	On an ad-	TUC

	Employee organisation	Sectorial density (%)	Collective bargaining	Consultation		National, European and international affiliations
					hoc basis	EuroFIA FIA
	MU	1.7	Yes, both	Yes, within tripartite structures	On an ad-hoc basis	<i>TUC, PA, NCA, AA, MP</i> FIM
	NUJ	4.2	na	na	na	<i>TUC, FEU</i> EFJ IFJ
	WGGB	0.7	Yes, both	Yes, both	On a regular basis and on an ad-hoc basis	<i>TUC, FEU, PA</i> FSC, EURO-MEI, EWC IAWG, UNI

*Notes: National affiliations are in italics.*

*na = not available*

<sup>a</sup> *Not included in national report.*

**Table A2IV: Domain coverage and description, 2011**

	Employee organisation	Domain coverage	Domain description
<b>AT</b>	GdG-KMSfB	Sectional overlap	Workers of arts, media, sports and liberal professions
	GPA-djp	Sectional overlap	Graphical workers and Journalists
<b>BE</b>	SETCa-BBTK	Sectional overlap	White-collar workers, technicians and managers
	CGSP-ACOD	Sectional overlap	Employees in public companies
	CGSLB-ACLVB	Sectional overlap	Employees in public companies
	CSC-ACV	Sectionalism	White-collar workers in the audiovisual sector
	CNE-LBC	Sectional overlap	White-collar workers
	AGJPV-AVBB	Sectional overlap	Journalists
<b>BG</b>	UBMD	Overlap	All employees in the audiovisual sector
	UBA	Overlap	All employees in the audiovisual sector
	NRTVTU	Overlap	All employees in the audiovisual sector
	PTT Podkrepa	Sectional overlap	Employees in post, telegraphs and communications
	FC Podkrepa	Overlap	All employees in the audiovisual sector
	Union of Journalists Podkrepa	Overlap	All employees in the audiovisual sector
	Bulgarian Journalist Union <sup>a</sup>	na	na
<b>CY</b>	EHK	Sectional overlap	Actors and directors of all sectors
	PASYNEK	Sectional overlap	Employees in programming and broadcasting activities
	ESK	Sectional overlap	Journalists
	EYRIK	Sectional overlap	White-collar workers in public broadcasting services
	SYTYRIK	Sectional overlap	Technical and blue-collar workers in public broadcasting services
	SIDIKEK	Sectional overlap	Employees in public companies
<b>CZ</b>	OS MEDIA	Sectional overlap	Employees in public companies
	KUK	Overlap	All employees in the audiovisual sector
	KINOS	Sectional overlap	na
	HA	na	Actors, dancers, singers, stage managers, répétiteurs, prompters, broadcasters, presenters, stunt men and dubbing artists of

	Employee organisation	Domain coverage	Domain description
			all sectors
	SNČR	Sectional overlap	Statutory journalists of all sectors
	Czech TV-ITU	Sectionalism	Employees of Czech Television
<b>DE</b>	ver.di	Overlap	All employees in the audiovisual sector
	DJV	Sectional overlap	Journalists
	VRFF	Sectionalism	na
	BFFS	Sectionalism	Actors in the audiovisual sector
	DOV	Sectional overlap	Orchestras and choirs of broadcasting companies
<b>DK</b>	FAF	Overlap	All employees in the audiovisual sector
	DJ	Sectionalism	Journalists in the audiovisual sector
	Dansk Metal	Sectional overlap	Technicians in film, video and television programme production, sound recording and music publishing activities
	DSF	Sectional overlap	Actors
	DMF	Sectional overlap	Musicians
	DAF	Sectional overlap	Artists
<b>EE</b>	EAL	Overlap	All employees in the audiovisual sector
	TLL	Sectionalism	Employees of the audiovisual sector in public broadcasting services
	RTTTA	Sectionalism	Employees of the audiovisual sector in public broadcasting services
	EKTL	Sectional overlap	Professional dancers, choreographers, ballet masters and ballet and dance teachers
	ENL	Sectional overlap	Actors
<b>EL</b>	POSPERT	Sectional overlap	Employees in radio and television
	ETITA	Sectionalism	Private television technicians
	EPIEA	Sectional overlap	Employees of the national private television stations, radio stations and newspapers in Athens
	ETEXT- OT	Sectionalism	Film and television technicians in the audiovisual sector
	ETEP	Sectionalism	Radio-technicians in the audiovisual sector
	SEI	Sectional overlap	Professional actors
	PMS	Sectional overlap	Professional musicians and singers

	Employee organisation	Domain coverage	Domain description
	ESIEMTH	Sectional overlap	Journalists employed in Macedonia and Thrace newspapers and in radio and TV stations
	PFJU	Sectional overlap	Journalists employed in newspapers and in radio and TV stations
	PEPU	Sectional overlap	Journalists employed in magazines, periodical press, electronic media and in radio and TV stations
	ESIEA	Sectional overlap	Journalists employed in the Athens newspapers and in radio-television stations
<b>ES</b>	FeS-UGT	Overlap	All employees in the audiovisual sector
	FSC-CCOO	Overlap	All employees in the audiovisual sector
	USO-AS	Overlap	All employees in the audiovisual sector
	Servizos CIG	Sectional overlap	All employees in the audiovisual sector in Galicia region
	ELA-STV	Sectional overlap	All employees in the audiovisual sector in Basque region
	TACE	Sectionalism	Audiovisual and cinematographic technicians
	UMC	Sectional overlap	Musicians in Catalonia region
	FAEE	Sectional overlap	Actors and directors
	OSAAEE	Sectional overlap	Actors and directors
	FAPE	Sectional overlap	Journalists
<b>FI</b>	TEME	Sectional overlap	Employees in theatre and media
	SJL	Sectional overlap	Journalists
	Ammattiliitto Pro	Sectional overlap	White-collar workers
	ERTO	Sectional overlap	Service and clerical employees
	SNL	Sectional overlap	Actors and directors
	SML	Sectional overlap	Musicians and dancers
<b>FR</b>	SFA	Sectional overlap	Artists and interpreters
	SNAM CGT	Sectional overlap	Musicians and dancers
	SNTPT	Sectionalism	Technicians in film and television production
	SFR-CGT	Sectionalism	Directors in film, video and television programme productions, sound recording and music publishing activities
	SNTR-CGT	Sectional overlap	Technicians and administrative staff in the film industry

	Employee organisation	Domain coverage	Domain description
	SNRT-CGT Audiovisuel	Sectional overlap	Employees (except journalists and actors) in audiovisual, advertising, cable operator and transmission.
	SNJ CGT	Sectional overlap	Journalists
	FORTAC-FO	Sectionalism	Directors in the audiovisual sector
	SNM-FO	Sectional overlap	Musicians and dancers
	FASAP FO	Overlap	All employees in the audiovisual sector
	Journalistes FO	Sectional overlap	Journalists
	USJ-CFDT	Sectional overlap	Journalists
	SNLA-FO	Sectional overlap	Artists
	SNFORT	Sectionalism	Employees and technicians (except artists and journalists) in radio and television
	SNJ	Sectional overlap	Journalists
	Fedecom CFTC	Overlap	All employees in the audiovisual sector
	SNM (F3C-CFDT)	Overlap	All employees in the audiovisual sector
	SNCAMTC	Sectionalism	White-collar workers in the film industry
	SNACOPVA	Sectionalism	White-collar workers in variety shows
	SIA UNSA	Overlap	All employees in the audiovisual sector
	SUD	Overlap	All employees in the audiovisual sector
	UGCIT-CGT <sup>a</sup>	na	na
<b>HU</b>	PHDSZSZ	Sectional overlap	Employees in public companies
	VASAS	Sectional overlap	Technical staff in electronics
	MUOSZ	Sectional overlap	Journalists
	FFsZ	Sectionalism	Workers of the motion, picture production and dissemination
<b>IE</b>	SIPTU	Sectional overlap	Film and television shooting crew, actors and workers in the private audiovisual sector and in public service broadcasting
	NUJ	Sectionalism	Journalists in the audiovisual sector
	TEEU	Sectional overlap	na
	UCATT	Sectional overlap	na
	BATU	Sectional overlap	Workers in building sector and carpenters
	MUI	Sectional overlap	Musicians
<b>IT</b>	SLC-CGIL	Sectional overlap	Employees (except journalists) in the information and communication sector

	Employee organisation	Domain coverage	Domain description
	SAI	Sectional overlap	Actors and directors
	FISTEL-CISL	Sectional overlap	Employees (except journalists) in press, telecommunications, and show business
	UILCOM-UIL	Sectional overlap	Workers (except journalists) in the information and communication sector, printing and publishing activities, live performance, sports and recreation activities
	FNSI	Sectional overlap	Journalists
	FENASALC-CISAL	Sectional overlap	Workers (except journalists) in the commerce, services and tertiary sector
	UGL-Telecommunications	Sectional overlap	Workers (except journalists) in the telecommunications sector
	SNATER-CISAL	Sectional overlap	Workers (except journalists) in the telecommunications and live performance sector
	LIBERSIND-CONFSAL	Sectional overlap	Workers (except journalists) in the telecommunications, live performance sector, sports, commerce and publishing activities
<b>LT</b>	LRTKDPS	Sectionalism	Employees of the audiovisual sector in public broadcasting services
	LŽS	Sectional overlap	Journalists
	LŽD	Sectional overlap	Journalists
<b>LU</b>	OGBL, FLTL	Overlap	All employees in the audiovisual sector
	ALJ	Sectional overlap	Journalists
<b>LV</b>	LKDAF	Overlap	All employees in the audiovisual sector
	LSAB	Sectional overlap	Workers in post and telecommunications sector
	LZS	Sectional overlap	Authors
	LAA	na	na
<b>MT</b>	GWU	Overlap	All employees in the audiovisual sector
	IGM	Sectionalism	Journalists
<b>NL</b>	FNV Kiem	Overlap	All employees in the audiovisual sector
	NVJ	Sectional overlap	Journalists
	CNV Media Dienstenbond	Overlap	All employees in the audiovisual sector
	De Unie/MHP	Sectional overlap	White-collar professions
<b>PL</b>	FZZPKiS	Sectional overlap	Employees culture and art activities



	Employee organisation	Domain coverage	Domain description
	KSPRiT NSZZ 'Solidarność'	Sectionalism	Employees of the audiovisual sector in public broadcasting services
	ZZAP	Sectional overlap	Actors and directors
	ZZST FORUM	Sectional overlap	White-collar artists
	SDP	Sectional overlap	Journalists
	SDRP	Sectional overlap	Journalists
	ZASP	Sectional overlap	Artists and creative workers
<b>PT</b>	STT	Sectionalism	Telecommunication and audiovisual workers
	SMAV	Overlap	All employees in the audiovisual sector
	SJ	Sectional overlap	Journalists
	SINTTAV	Overlap	All employees in the audiovisual sector
	Sindelco	Overlap	All employees in the audiovisual sector
	STE	Overlap	All employees in the audiovisual sector
	CENA	Overlap	All employees in the audiovisual sector
	SERS	Sectional overlap	Engineers in the whole economy
	SITese	Sectional overlap	Workers in administrative, commerce, hotels and services
<b>RO</b>	MediaSind	Overlap	All employees in the audiovisual sector
	USRC	Overlap	All employees in the audiovisual sector
	FAIR	Overlap	All employees in the audiovisual sector
	USIS	Sectional overlap	Technical staff in entertainment institutions
<b>SE</b>	TF	Overlap	All employees in the audiovisual sector
	SYMF	Sectionalism	Musicians in the audiovisual sector
	SMF	Sectional overlap	Musicians
	DIK	Sectional overlap	White-collar workers with a university degree in documentation, communication and culture activities
	Unionen	Sectional overlap	White-collar workers in the private sector
	SJF	Sectional overlap	Journalists
<b>SI</b>	ZDUS	Sectional overlap	Actors and directors
	SUKI-GLOSA	Sectional overlap	Self-employed in culture and media
	GLOSA Union	Overlap	All employees in the audiovisual sector
	GLOSA-SKG	Overlap	All employees in the audiovisual sector
	SVIZ	Sectional overlap	Employees in public companies

	Employee organisation	Domain coverage	Domain description
	SKUU RTV	Sectional overlap	Employees in public companies
	DNS	Sectional overlap	Journalists
	SDRS	Sectionalism	Employees of the audiovisual sector in public broadcasting services
	SNS	Sectionalism	Journalists in the audiovisual sector
<b>SK</b>	HOS	Sectional overlap	Actors and directors
	Únia - OZ PHS	Sectional overlap	White-collar workers (musicians, singers, dancers and so on) in performance
	SSN	Sectional overlap	Journalists
<b>UK</b>	BECTU	Overlap	All employees in the audiovisual sector
	EQUITY	Sectional overlap	Performers
	MU	Overlap	All employees in the audiovisual sector
	NUJ	Sectional overlap	Journalists
	WGGB	Sectional overlap	Writers

Note: na= not available

### Annex 3: Employers' organisations and companies providing public broadcasting services

**Table A3I: Abbreviations and organisation names**

	Abbreviation	Full association name
<b>AT</b>	FVFM	Austrian Association of Film and Music Industry
	FVKKV	Association of Cinemas, Cultural and Entertainment Companies
	ORF	Austrian Broadcasting Corporation
	VÖP	Association of Private Broadcasters in Austria
<b>BE</b>	ABDF-VFDB	Belgian Association of Films' Distributors
	ARPF-Doc	Documentaries, Filmmakers and Directors Association
	FCB	Belgian Federation of Cinemas
	FEBELAV	Belgian audiovisual companies federation
	RTBF	French Belgian Radio Television
	UPFF	Union of French-speaking Filmmakers
	VFPB	Flemish Filmmakers Association
	VOTF	Flemish Independent Televisual Services
	VOTP	Flemish Independent Broadcasters' Production
	VRT	Flemish Radio and Television Organisation

	Abbreviation	Full association name
<b>BG</b>	ATP	Association of Television producers
	ABBRO	Association of Bulgarian Broadcasters
	BAEC (BAROK)	Bulgarian Association of Employers in Culture
	BNR	Bulgarian National Radio
	BNT	Bulgarian National Television
<b>CY</b>	CYBC	Cyprus Broadcasting Corporation
<b>CZ</b>	APA	Audiovisual Producers' Association
	CRO	Czech Radio
	CT	Czech Television
<b>DE</b>	BR	Bavarian Broadcast
	DR	German Radio
	DW	Radio Bremen
	GPA	German Producers' Alliance
	HDF	Association of German Cinemas
	HR	Hessian Broadcasting
	MDR	Middle German Broadcasting
	NDR	North German Radio
	RBB	Broadcasting Berlin-Brandenburg
	SR	Saarland Broadcasting
	SWR	Southwest Broadcasting
	TPR	Collective Bargaining Association for Private Radio Stations
	VDF	Association of German Film Producers
	VPRT	Association of Private Broadcasters and Telecommunication
	VTFF	Association of Technical Operators for Film and TV
	WDR	Western German Broadcasting Cologne
	ZDF	ZDF German Television
<b>DK</b>	DR	Danish Broadcasting Corporation
	PRO-F	Danish Producers' Association
	Radioerne	The Radio
<b>EE</b>	ERR	Estonian Public Broadcasting
<b>EL</b>	EIIRA	Union of Private Radio Network Owners of Athens
	EITISEE	Union of National Private Television Stations
	EPEK	Greek Union of Regional Channels
	ERT	Greek Radio Television S.A.

	Abbreviation	Full association name
	SAPOE	Association of Greek Independent Audiovisual Producers
	TEP	Greek Regional Television Networks
<b>ES</b>	AERC	Spanish Association of Commercial Broadcasting
	FAPAE	Federation of Associations of Audiovisual Production Companies
	FEDICINE	Federation of Cinematographic Distribution Companies
	RTVE	Spanish Public Broadcasting Service
<b>FI</b>	PALTA	Service Sector Employers
	RM	RadioMedia, Association of Finnish Radio
	SATU	Association of Independence Producers in Finland
	SEK	Central Organisation of Finnish Film Producers
	VKL	Federation of the Finnish Media Industry
	YLE	Finnish Broadcasting Company
<b>FR</b>	ACCES	Association of Cable and Satellite TV Companies
	AFPF	French Association of Film Producers
	APC	Association of Film Producers
	APFO	Association of Advertisement Film Producers
	API	Association of Independent Producers
	CNRA	National Council of Associatives' Radio
	FICAM	Federation of the Cinema, Audiovisual and Multimedia Industries
	FR	French Radio
	FTV	French Television
	SEPP	Public Programmes' Publishers Organisation
	SIRTI	Interprofessional Organisation of Independent Radio and Television
	SNEP	National Federation of Music Publishing
	SNRL	National Organisation of Free Radio
	SNTP	National Organisation of Proximity TV
	SPECT	Union of Producers and Creators of TV
	SPFA	Animation Films Producers' Union
	SPI	Union of Independent Producers
	SPI	Union of Independent Producers
	SPPAM	National Union of Audiovisual and Musical Programmes
	SRGP	General Private Radio Union

	Abbreviation	Full association name
	SRN	Union of National Radio Networks
	STP	Union of Private Televisions
	TLSP	Union of Local Public Service TV
	UPF	Union of Film Producers
	UPFI	Union of French Independent Music Producers
	USPA	Union of Audiovisual Production
<b>HU</b>	IVSZ	Hungarian Association of IT Companies
	MAPSZ *	Hungarian Audiovisual Producers Association
	MTVA	Media Service Support and Asset Management Fund
<b>IE</b>	IBEC	Irish Business and Employers' Confederation
	RTE	Radio Television Ireland
	SPI	Screen Producers Ireland
<b>IT</b>	Aeranti-Corallo	Aeranti-Corallo Local Internet, Satellite Radio and TV Enterprises
	AFI	Italian Association of Phonographic Producers
	ANEC	National Association of Cinema Companies
	ANEM	National Association of Multiplex Companies
	ANICA	National Association of the Cinema, Audiovisual and Multimedia Industry
	APT	Association of Television Producers
	Assolombarda	Association of the Tertiary Sector Enterprises in the Area of Milan
	EA	National Association of Dubbing Enterprises
	FIMI	Federation of the Italian Music Industry
	PMI	Independent Music Producers
	FRT	Federation of Radio and Television
	RAI	Italian Radiotelevision
	RNA	Associated National Radio
	Unindustria	Union of Industrialists of Rome, Frosinone, Rieti and Viterbo
	Univideo	Union of Audiovisual Publishers
<b>LT</b>	LRT	Lithuanian National Radio and Television
<b>LU</b>	Etablissement de Radio*	Radio Establishment
	RTL Group	Radio and Television of Luxembourg
<b>LV</b>	LIKTA	Latvian Information and Communications Technology Association

	Abbreviation	Full association name
	LKA	Latvian Film Producers Association
	LR	'Radio Latvia' (state limited liability company)
	LTV	Latvian Television Public Companies
<b>MT</b>	PBS	Public Broadcasting Service
<b>NL</b>	FPN	Movie Producers Netherlands
	NPO	Dutch Public Broadcasting
	NVCR	Dutch Association for Commercial Radio
<b>PL</b>	PR	Polish Radio Company
	TVP	Polish Television Company
	ZPMP	Public Media Employers' Association
	ZPPM	Employer's Organisation of Private Media
<b>PT</b>	APEC	Portuguese Association of Cinematographic Companies
	APIT	Association of Private TV Producers
	APR	Portuguese Association of Broadcasting
	RTP	Radio and Television of Portugal
<b>RO</b>	MCPN	Ministry of Culture and National Heritage
	ROMEDIA	Press Employers' Association of Romania
	SRR	Romanian Radio Broadcasting Company
	TVR	Romanian Television Company
	UPFAR-ARGOA	Association of Romanian Film and Audiovisual Producers – Romanian Association for the Management of Audiovisual Creation
	UNPR	National Union of Romanian Employers
<b>SE</b>	IFPI Svenska Gruppen	IFPI Svenska Gruppen
	MF	Media Industries Employers Association
	SR	Swedish Radio
	SVT	Swedish Television
	Swedish Film & TV Producers Association	Swedish Film and Television Producers Association
	UR	The Swedish Educational Broadcasting Company
<b>SL</b>	RTV Sla	Radio and Television Slovenia
	SNAVP	Slovenian Independent Audiovisual Producers
<b>SK</b>	RTVS	Radio and Television of Slovakia
<b>UK</b>	BBC	British Broadcasting Corporation
	BPI	British Recorded Music Industry

	Abbreviation	Full association name
	PACT	PACT
	RadioCentre	Radio Centre Ltd

Note: \* Not included in national report.

**Table A3II: Domain coverage and membership of employer organisations, 2011**

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				Total	In the sector	Total	In the sector
<b>AT</b>	FVFM	Sectionalism	Compulsory	4,000	2,000	4,000	na
	FVKKV	Sectional overlap	Compulsory	1,262	157	na	1,750
	VÖP	Sectional overlap	Voluntary	40	38	na	na
<b>BE</b>	ABDF-VFDB	Sectionalism	Voluntary	8	8	na	na
	FCB	Sectional overlap	Voluntary	na	90	na	na
	ARPF-Doc	Sectionalism	Voluntary	17	17	na	na
	UPFF	Sectionalism	Voluntary	39	39	na	na
	VFPB	Sectionalism	Voluntary	12	12	na	na
	VOTP	Congruence	Voluntary	24	24	na	na
	VOTF	Sectionalism	Voluntary	95	95	na	na
	FEBELAV	Congruence	Voluntary	13	13	na	na
<b>BG</b>	BAEC (BAROK)	Overlap	Voluntary	81	na	na	na
	ABBRO	Congruence	Voluntary	64	64	6,959	6,959
	ATP	Overlap	Voluntary	na	na	na	na
<b>CZ</b>	APA	Sectionalism	Voluntary	na	9	na	na
<b>DE</b>	GPA	Sectionalism	Voluntary	220	220	na	na
	VPRT	Sectional overlap	Voluntary	140	130	na	18,000
	TPR	Sectionalism	Voluntary	6	6	na	na
	VDF	Sectionalism	Voluntary	na	na	na	na
	VTFF	Sectional overlap	Voluntary	na	na	na	na
	HDF	Sectionalism	Voluntary	650	650	na	na
<b>DK</b>	PROF	Overlap	Voluntary	110	96	1,105	na

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				Total	In the sector	Total	In the sector
	Radioerne	Congruence	Voluntary	35	35	150	150
<b>EL</b>	SAPOE	Sectionalism	Voluntary	80	80	na	na
	EIIRA.	Sectionalism	Voluntary	35	35	na	na
	EITISEE	Sectionalism	Voluntary	na	na	na	na
	EPEK	Sectionalism	Voluntary	na	na	na	na
	TEP	Sectionalism	Voluntary	na	na	na	na
<b>ES</b>	FAPAE	Sectionalism	Voluntary	334	334	na	na
	AERC	Sectionalism	Voluntary	1,150	1,150	na	na
	FEDICINE	Sectionalism	Voluntary	9	9	253	253
<b>FI</b>	PALTA	Sectional overlap	Voluntary	1,700	50	140,000	2,000
	VKL	Sectional overlap	Voluntary	330	2	24,000	530
	RM	Sectionalism	Voluntary	31	31	500	500
	SEK	Sectionalism	Voluntary	47	47	300	300
	SATU	Sectionalism	Voluntary	100	100	1,500	1,500
<b>FR</b>	USPA	Sectionalism	Voluntary	140	140	80	80
	SPECT	Sectionalism	Voluntary	40	40	na	na
	AFPF	Sectionalism	na	na	na	na	na
	SPI	Sectionalism	Voluntary	360	360	na	na
	ACCES	Sectionalism	Voluntary	33	33	na	na
	APC	Sectionalism	Voluntary	134	134	na	na
	API	Sectionalism	Voluntary	4	4	na	na
	CNRA	Sectionalism	Voluntary	260	260	1,200	1,200
	FICAM	Sectionalism	Voluntary	170	170	10,000	10,000
	SEPP	Sectionalism	Voluntary	3	3	na	na
	SIRTI	Sectionalism	Voluntary	150	150	na	na
	SNEP	Sectionalism	Voluntary	44	44	na	na
	SNRL	Sectionalism	Voluntary	300	300	na	na
	SNTP	Sectionalism	Voluntary	na	na	na	na
	SPFA	Sectionalism	Voluntary	60	60	na	na
	SPPAM	Sectionalism	Voluntary	na	na	na	na
	SRGP	Sectionalism	Voluntary	3	3	na	na



	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				Total	In the sector	Total	In the sector
	SRN	Sectionalism	Voluntary	na	na	na	na
	TLSP	Sectionalism	Voluntary	56	56	450	450
	UPF	Sectionalism	Voluntary	74	74	na	na
	APFP	Sectionalism	Voluntary	na	na	na	na
	STP	Sectionalism	Voluntary	3	3	10,132	10,132
	UPFI	Sectionalism	Voluntary	na	na	na	na
	SPI	Sectionalism	Voluntary	360	360	na	na
<b>HU</b>	IVSZ	Overlap	Voluntary	13,000	na	55,700	na
	MAPSZ <sup>a</sup>	na	na	na	na	na	na
<b>IE</b>	SPI	Sectionalism	Voluntary	140	140	na	na
	IBEC	Overlap	Voluntary	7,500	na	na	na
<b>IT</b>	ANICA	Sectionalism	Voluntary	141	141	3,200	3,200
	APT	Sectionalism	Voluntary	44	44	na	na
	UNI Video	Sectionalism	Voluntary	59	59	na	na
	EA	Sectionalism	Voluntary	na	na	na	na
	ANEC	Sectionalism	Voluntary	1,013	1,013	na	na
	ANEM	Sectionalism	Voluntary	55	55	na	na
	AFI	Sectionalism	Voluntary	200	200	na	na
	FIMI	Sectionalism	Voluntary	25	25	na	na
	PMI	Sectionalism	Voluntary	100	100	300	300
	FRT	Sectionalism	Voluntary	200	200	6,500	6,500
	RNA	Sectionalism	Voluntary	na	na	na	na
	Aeranti-Corallo	Sectionalism	Voluntary	963	963	6,000	6,000
	Unindustria	Sectional overlap	Voluntary	3,500	43	245,000	7,241
	Assolombarda	Sectional overlap	Voluntary	5,533	39	306,621	4,849
<b>LT</b>	na	na	na	na	na	na	na
<b>LU</b>	na	na	na	na	na	na	na
<b>LV</b>	LIKTA	Overlap	Voluntary	200	na	na	na
	LKA	na	na	na	na	na	na
<b>MT</b>	na	na	na	na	na	na	na
<b>NL</b>	NVCR	Sectionalism	Voluntary	12	12	600	600

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				Total	In the sector	Total	In the sector
	FPN	Sectionalism	na	na	na	na	na
PL	ZPMP	Sectionalism	Voluntary	19	19	7,000	7,000
	ZPPM	Overlap	Voluntary	33	33	na	na
PT	APEC	Sectionalism	Voluntary	56	56	900	900
	APR	Sectionalism	Voluntary	189	189	na	na
	APIT	Sectionalism	Voluntary	19	19	na	na
RO	UNPR	Sectional overlap	Voluntary	na	na	na	na
	ROMEDIA	Sectional overlap	Voluntary	140	100	na	na
	MCPN	Sectional overlap	na	na	na	na	na
	UPFAR-ARGOA	Sectionalism	Voluntary	81	81	na	na
SE	MF	Overlap	Voluntary	650	86	45,000	7,276
	Film & TV Producenterna	na	Voluntary	na	110	na	na
SI	SNAVP	Sectionalism	Voluntary	7	7	na	na
SK	na	na	na	na	na	na	na
UK	PACT	Sectional overlap	Voluntary	450	450	na	na
	RadioCentre	Sectionalism	Voluntary	301	na	na	na
	BPI	Sectionalism	Voluntary	na	na	na	na

Note: <sup>a</sup> = Not included in national report

na = not available

**Table A3III: Domain and membership of companies providing public broadcasting services, 2011**

	Name	Domain	Total employees
AT	ORF	Sectionalism	3,300
BE	RTBF	Sectionalism	2,100
	VRT	Sectionalism	2,330
BG	BNR	Sectional overlap	1,483
	BNT	Sectional overlap	1,600
CY	CYBC	Sectionalism	575
CZ	CT	Sectional overlap	2,800

	Name	Domain	Total employees
	CRO	Sectional overlap	1,500
DE	NDR	Sectionalism	3,500
	RBB	Sectionalism	1,600
	WDR	Sectionalism	4,200
	SR	Sectionalism	600
	HR	Sectionalism	2,000
	SWR	Sectionalism	3,600
	BR	Sectionalism	3,200
	RB	Sectionalism	264
	DW	Sectionalism	1,400
	MDR	Sectionalism	2,000
	ZDF	Sectionalism	3,600
	DR	na	714
DK	DR	Sectionalism	2,846
EE	ERR	Sectionalism	691
EL	ERT	Sectional overlap	3,387
ES	RTVE	Sectional overlap	6,540
FI	YLE	Sectionalism	3,500
FR	FTV	Sectional overlap	9,689
	FR	na	4,200
HU	MTVA	Sectional overlap	3,200
IE	RTE	Sectionalism	2,000
IT	RAI	Sectionalism	10,035
LT	LRT	Sectionalism	600
LU	RTL Group	na	na
	Etablissement de Radio <sup>a</sup>	na	na
LV	LTV	Sectionalism	447
	LR	Sectionalism	230
MT	PBS	Sectionalism	na
NL	NPO	Sectionalism	6,450
PL	TVP	Sectionalism	3,602
	PR	Sectionalism	1,322
PT	RTP	Sectional overlap	2,049
RO	TVR	Sectionalism	3,372

	Name	Domain	Total employees
	SRR	Sectionalism	2,391
<b>SE</b>	SVT	Sectional overlap	2,530
	SR	Sectional overlap	2,125
	UR	Sectional overlap	275
<b>SI</b>	RTV SI	Sectional overlap	1,922
<b>SK</b>	RTVS	Sectionalism	1,400
<b>UK</b>	BBC	Sectionalism	23,000

Notes: <sup>a</sup> Not included in national report.

na = not available

n/a= not applicable

**Table A3IV: Density, collective bargaining and consultation of employer organisations, 2011**

	Name	Sectorial density (%)			Collective bargaining	Consultation
		Companies		Employees		
<b>AT</b>	FVFM	93.1	na	Yes, multi-employer	Yes, both	On an ad-hoc basis
	FVKKV	7.3	20.5	Yes, multi-employer	na	na
	VÖP	1.8	na	No	na	na
<b>BE</b>	ABDF-VFDB	2.3	na	Yes, both	Yes, within tripartite structures	On a regular basis
	FCB	25.7	na	Yes, both	Yes, within tripartite structures	On a regular basis
	ARPF-Doc	4.9	na	Yes, both	Yes, within tripartite structures	On a regular basis
	UPFF	11.1	na	Yes, both	Yes, within tripartite structures	On a regular basis
	VFPB	3.4	na	Yes, both	Yes, within tripartite structures	On a regular basis
	VOTP	6.9	na	Yes, both	Yes, within tripartite structures	On a regular basis
	VOTF	27.1	na	Yes, both	Yes, within tripartite structures	On a regular basis

	Name	Sectorial density (%)			Collective bargaining	Consultation
		Companies		Employees		
	Febelav	3.7	na	Yes, both	Yes, within tripartite structures	On a regular basis
<b>BG</b>	BAEC (BAROK)	na	na	Yes, both	Yes, within tripartite structures	On a regular basis
	ABBRO	na	na	Yes	Yes, within tripartite structures	On a regular basis
	ATP	na	na	No	na	na
<b>CZ</b>	APA	na	na	No	Yes, unilaterally	On an ad-hoc basis
<b>DE</b>	Produzenten Allianz	1.8	na	Yes, multi-employer	Yes, unilaterally	On a regular basis
	VPRT	1.0	18.8	No	Yes, within tripartite structures	na
	TPR	0.0	na	Yes, multi-employer	No	–
	VDF	na	na	Yes, multi-employer	na	na
	VTFF	na	na	Yes, multi-employer	na	na
	HDF	5.2	na	Yes, multi-employer	na	na
<b>DK</b>	PRO-F	4.9	na	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis
	Radioerne	1.8	1.3	No	Yes, unilaterally	On an ad-hoc basis
<b>EL</b>	SAPOE	19.3	na	Yes, multi-employer	Yes, both	On a regular basis and on an ad-hoc basis
	EIIRA	8.5	na	Yes, multi-employer	na	na
	EITISEE	na	na	Yes, multi-employer	na	na
	EPEK	na	na	Yes, multi-employer	na	na
	TEP	na	na	Yes, multi-employer	na	na
<b>ES</b>	FAPAE	2.8	na	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis
	AERC	9.7	na	Yes, multi-employer	na	na
	FEDICINE	0.1	0.4	Yes, multi-employer	Yes, unilaterally	On a regular basis
<b>FI</b>	PALTA	3.2	21.7	Yes, multi-employer	Yes, both	On an ad-hoc basis
	VKL	0.1	5.8	Yes, single-	No	–

	Name	Sectorial density (%)			Collective bargaining	Consultation
		Companies	Employees			
				employer		
	RM	2.0	5.4	No	No	–
	SEK	3.0	3.3	No	Yes, both	On a regular basis and on an ad-hoc basis
	SATU	6.4	16.3	No	Yes, unilaterally	On a regular basis and on an ad-hoc basis
FR	USPA	1.6	0.0	Yes, multi-employer	Yes, both	On an ad-hoc basis
	SPECT	0.4	na	Yes, multi-employer	Yes, both	On an ad-hoc basis
	AFPF	na	na	Yes, multi-employer	Yes, both	On a regular basis and on an ad-hoc basis
	SPI	4.0	na	Yes, multi-employer	Yes, both	On an ad-hoc basis
	ACCES	0.4	na	Yes, multi-employer	Yes, within tripartite structures	On a regular basis
	APC	1.5	na	Yes, multi-employer	Yes, within tripartite structures	On a regular basis
	API	0.0	na	Yes, multi-employer	Yes, within tripartite structures	On a regular basis and on an ad-hoc basis
	CNRA	2.9	0.7	Yes, multi-employer	Yes, unilaterally	na
	FICAM	1.9	5.6	Yes, multi-employer	Yes, both	On a regular basis and on an ad-hoc basis
	SEPP	0.0	na	Yes, multi-employer	na	na
	SIRTI	1.7	na	Yes, multi-employer	Yes, both	On a regular basis
	SNEP	0.5	na	Yes, multi-employer	Yes, both	On a regular basis
	SNRL	3.3	na	Yes, multi-employer	Yes, both	On a regular basis
	SNTP	na	na	Yes, multi-employer	Yes, both	na
	SPFA	0.7	na	Yes, multi-employer	Yes, both	On an ad-hoc basis
	SPPAM	na	na	Yes, multi-employer	na	na

	Name	Sectorial density (%)		Collective bargaining	Consultation
		Companies	Employees		
	SRGP	0.0	na	Yes, multi-employer	na
	SRN	na	na	Yes, multi-employer	na
	TLSP	0.6	0.3	Yes, multi-employer	Yes, both
	UPF	1.6	na	Yes, multi-employer	Yes, both
	APFO	na	na	Yes, multi-employer	na
	STP	0.0	5.7	Yes, multi-employer	Yes, both
	UPFI	na	na	Yes, multi-employer	Yes, both
	SPI	4.0	na	Yes, multi-employer	Yes, both
HU	IVSZ	na	na	No	Yes, unilaterally
	MAPSZ <sup>a</sup>	na	na	na	na
IE	SPI	24.7	na	Yes, both	Yes, unilaterally
	IBEC	na	na	Yes, both	Yes, unilaterally
IT	ANICA	1.6	6.0	Yes, multi-employer	Yes, both
	APT	0.5	na	Yes, multi-employer	Yes, both
	UNIVIDEO	0.7	na	Yes, multi-employer	Yes, unilaterally
	Editori Associati	na	na	Yes, multi-employer	na
	ANEC	11.7	na	Yes, multi-employer	Yes, within tripartite structures
	ANEM	0.6	na	Yes, multi-employer	Yes, unilaterally
	AFI	2.3	na	Yes, multi-employer	Yes, both
	FIMI	0.3	na	Yes, multi-employer	Yes, unilaterally
	PMI	1.2	0.6	Yes, multi-employer	Yes, within tripartite structures

	Name	Sectorial density (%)			Collective bargaining	Consultation
		Companies		Employees		
	FRT	2.3	12.2	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis
	RNA	na	na	Yes, multi-employer	na	na
	Aeranti-Corallo	11.2	11.2	Yes, multi-employer	Yes, both	On a regular basis and on an ad-hoc basis
	Unindustria	0.5	13.5	Yes, both	Yes, unilaterally	On an ad-hoc basis
	Assolombarda	0.5	9.1	Yes, multi-employer	No	–
LT	na	na	na	na	na	na
LU	na	na	na	na	na	na
LV	LIKTA	na	na	No	Yes, within tripartite structures	On a regular basis
	LKA	na	na	na	na	na
MT	na	na	na	na	na	na
NL	NVCR	0.6	na	No	Yes, unilaterally	On a regular basis
	FPN	na	na	No	Yes, unilaterally	On an ad-hoc basis
PL	ZPMP	0.2	na	No	Yes, unilaterally	On an ad-hoc basis
	ZPPM	0.3	na	No	Yes, unilaterally	On an ad-hoc basis
PT	APEC	6.4	10.1	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis
	APR	21.7	na	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis
	APIT	2.2	na	No	Yes, unilaterally	On an ad-hoc basis
RO	UNPR	na	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis
	ROMEDIA	4.4	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis
	MCPN	na	na	Yes, multi-employer	Yes, within tripartite structures	On an ad-hoc basis
	UPFAR-ARGOA	3.6	na	Yes, multi-employer	Yes, within tripartite	On an ad-hoc basis



	Name	Sectorial density (%)			Collective bargaining	Consultation
		Companies		Employees		
						structures
SE	MF	5.0	46.5	Yes, both	Yes, unilaterally	On an ad-hoc basis
	Film & TV Producenterna	na	na	No	na	na
	IFPI Svenska Gruppen	na	na	Yes, multi-employer	na	na
SI	SNAVP	1.0	na	No	Yes, unilaterally	On an ad-hoc basis
SK	na	na	na	na	na	na
UK	PACT	2.6	na	Yes, multi-employer	na	na
	RadioCentre	1.7	na	No	Yes, unilaterally	On an ad-hoc basis
	BPI	na	na	Yes, multi-employer	na	na

Notes: <sup>a</sup> Not included in national report.

na= not available

**Table A3V: Affiliations of employer organisations, 2011**

	Name	National, European and international affiliations
<b>AT</b>	FVFM	WKO CEPI, FIAD FIAPF
	FVKKV	WKO
	VÖP	ÖWR AER
<b>BE</b>	ABDF-VFDB	Arthana FIAD
	FCB	Mediasal UNIC
	ARPF-Doc	–
	UPFF	na
	VFPB	FIAPF
	VOTP	VABP, VFPB CEPI
	VOTF	UNIZO
	Febelav	FEB/VBO

	Name	National, European and international affiliations
		FIAD
<b>BG</b>	BAEC (BAROK)	<i>BIA</i> <i>PEARLE*</i>
	ABBRO	AER
	ATP	CEPI
<b>CZ</b>	APA	FIAPF
<b>DE</b>	Produzenten Allianz	<i>BDA, SPIO, ZAW</i> CEPI FRAPA
	VPRT	<i>ZAW</i> AER
	TPR	–
	VDF	<i>SPIO</i> FIAPF
	VTFF	<i>SPIO, BDA</i>
	HDF	<i>SPIO</i> UNIC
<b>DK</b>	PRO-F	CFPE, CEPI FIAPF
	Radioerne	<i>RD, DAB, DMF</i> AER
<b>EL</b>	SAPOE	<i>EPAA</i> AGICOA
	EIIRA	na
	EITISEE	na
	EPEK	na
	TEP	na
<b>ES</b>	FAPAE	<i>CEOE</i> CEPI, EPAA, FIAPF
	AERC	AER
	FEDICINE	FIAD
<b>FI</b>	PALTA	<i>EK</i> CoESS
	VKL	<i>EK</i>
	RM	<i>VKL</i>

	Name	National, European and international affiliations
		AER
	SEK	<i>PALTA</i> <i>FIAPF</i>
	SATU	<i>CFP-E</i> <i>CEPI</i>
FR	USPA	<i>FESAC, CPA</i> <i>CEPI</i>
	SPECT	<i>FESAC, CPA</i>
	AFPF	<i>FESAC, CPA</i>
	SPI	<i>FESAC</i>
	ACCES	<i>FESAC</i>
	APC	<i>FESAC</i>
	API	<i>FESAC</i>
	CNRA	<i>FESAC</i>
	FICAM	<i>FESAC, CGMPE</i>
	SEPP	<i>FESAC</i>
	SIRTI	<i>FESAC</i> <i>AER</i>
	SNEP	<i>MEDEF, FESAC</i>
	SNRL	<i>FESAC</i>
	SNTP	<i>FESAC</i>
	SPFA	<i>FESAC</i>
	SPPAM	<i>FESAC</i>
	SRGP	<i>FESAC</i>
	SRN	<i>FESAC</i>
	TLSP	<i>FESAC</i>
	UPF	<i>FESAC</i>
	APFO	na
	STP	na
	UPFI	na
	SPI	<i>FESAC</i> <i>EuroCinema</i>
HU	IVSZ	<i>MGYOSZ</i> <i>EICTA</i>

	Name	National, European and international affiliations
	MAPSZ <sup>a</sup>	FIAPF
<b>IE</b>	SPI	CEPI
	IBEC	BUSINESS EUROPE, Eurocommerce
<b>IT</b>	ANICA	<i>Confindustria</i> FIAD
	APT	<i>Confindustria</i> CEPI
	UNIVIDEO	<i>Confindustria</i> IVF
	Editori Associati	na
	ANEC	AGIS UNIC
	ANEM	AGIS UNIC
	AFI	<i>Confindustria</i> CAFI
	FIMI	<i>Confindustria</i> IFPI
	PMI	<i>Confindustria</i> IMPALA
	FRT	na
	RNA	<i>Confindustria</i> AER
	Aeranti-Corallo	<i>Confocommercio</i>
	Unindustria	<i>Confindustria</i> OPCE
	Assolombarda	<i>Confindustria</i>
<b>LT</b>	na	na
<b>LU</b>	na	na
<b>LV</b>	LIKTA	<i>LDDK</i>
	LKA	FIAPF
<b>MT</b>	na	na
<b>NL</b>	NVCR	AER
	FPN	FIAPF
<b>PL</b>	ZPMP	<i>PRP</i>

	Name	National, European and international affiliations
	ZPPM	<i>PKPP Lewiatan</i>
PT	APEC	<i>UAED</i>
	APR	<i>CPMCS, APDC</i>
	APIT	<i>GEDIBE, APDC</i> CEPI
RO	UNPR	<i>UNPR</i>
	ROMEDIA	<i>UGIR 1903</i>
	MCPN	na
	UPFAR-ARGOA	<i>UGIR</i> CEPI
SE	MF	<i>SN, MF</i>
	Film & TV Producenterna	CEPI, FIAPF
	IFPI Svenska Gruppen	IFPI
SI	SNAVP	CEPI
SK	na	na
UK	PACT	CEPI
	RadioCentre	<i>JICRIT, Digital Radio UK, Radioplayer, Radio Academy, RAJAR, AER</i>
	BPI	<i>IFPI, Entertainment Retailers' Association, UK Music</i>

Notes: National affiliations are in italics.

**Table A3VI: Density, collective bargaining, consultation and affiliations of companies providing public service broadcasting, 2011**

	Employer organisation	Sectorial density (%) employees	Collective bargaining	Consultation		National, European and international affiliations
AT	ORF	na	Yes, single-employer	na	na	EBU
BE	RTBF	33.6	Yes, single-employer	Yes, within tripartite structures	On an ad-hoc basis	EBU
	VRT	37.3	Yes, single-employer	Yes, within tripartite structures	On an ad-hoc basis	EBU
BG	BNR	na	Yes, single-employer	No	–	NO

	Employer organisation	Sectorial density (%) employees	Collective bargaining	Consultation		National, European and international affiliations
						EBU UTRI, IASA
	BNT	18.7	Yes, single-employer (according to EBU)	Yes, unilaterally	na	EBU
<b>CY</b>	CYBC	26.1	Yes, single-employer	No	–	EBU
<b>CZ</b>	CT	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ATO, RPR EBU, PBI, CIRCOM, EGTA IFTA, BFA, IMZ, ABX
	CRo	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARO EBU
<b>DE</b>	NDR	3.6	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	RBB	1.7	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	WDR	4.4	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	SR	0.6	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	HR	2.1	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	SWR	3.7	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	BR	3.3	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	DWW	0.3	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	MDR	1.4	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	ZDF	2.1	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	ARD EBU
	DR	na	Yes, single-employer	na	na	EBU

	Employer organisation	Sectorial density (%) employees	Collective bargaining	Consultation		National, European and international affiliations
<b>DK</b>	DR	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EBU
<b>EE</b>	ERR	5.6	Yes, single-employer	na	On an ad-hoc basis	EBU, EPRA, BAAC IMZ, IFTA, IASA
<b>EL</b>	ERT	14.9	Yes, single-employer	na	na	
<b>ES</b>	RTVE	na	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EBU, EART, PCMAO
<b>FI</b>	YLE	38	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	<i>PALTA</i> EBU
<b>FR</b>	FTV	5.4	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>SEPP</i> EBU
	FR	2.3	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>SEPP</i> EBU
<b>HU</b>	MTVA	na	na	Yes, unilaterally	On an ad-hoc basis	EBU
<b>IE</b>	RTE	na	Yes, single-employer	Yes, unilaterally	On a regular basis	EBU
<b>IT</b>	RAI	18.8	Yes, single-employer	Yes, both	On a regular basis and on an ad-hoc basis	EBU
<b>LT</b>	LRT	26.5	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EBU
<b>LU</b>	Etablissement de Radio <sup>b</sup>	na	na	na	na	EBU
<b>LV</b>	LTV	19.7	Yes, single-employer	No	–	<i>ECL</i> EBU
	LR	10.1	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EBU
<b>MT</b>	PBS	na	Yes, single-employer	na	na	EBU
<b>NL</b>	NPO	3.6	Yes, multi-employer	Yes, unilaterally	On an ad-hoc basis	EBU

	Employer organisation	Sectorial density (%) employees	Collective bargaining	Consultation		National, European and international affiliations
<b>PL</b>	TVP	na	Yes, single-employer (according to EBU) No current agreement in place, according to national correspondent <sup>t1</sup> .	Yes, unilaterally	On an ad-hoc basis	<i>ZPMP, KIPA</i> EBU URTI
	PR	na	Yes, single-employer (according to EBU) No current agreement in place (according to interview for study <sup>a</sup> )	na	na	<i>ZPMP</i> Euranet, EBU URTI
<b>PT</b>	RTP	na	Yes, single-employer	Yes, both	On an ad-hoc basis	<i>APR</i> EBU PBI
<b>RO</b>	TVR	19.9	Yes, both	Yes, within tripartite structures	On an ad-hoc basis	EBU
	SRR	13.5	Yes, both	Yes, within tripartite structures	On an ad-hoc basis	EBU
<b>SE</b>	SVT	na	Yes, both	Yes, within tripartite structures	On a regular basis	<i>Nordvision, MF</i> EBU
	SR	na	Yes, both	Yes, within tripartite structures	On a regular basis	Nordvision, SVS, MF EBU
	UR	na	Yes, both	Yes, unilaterally	On an ad-hoc basis	<i>Nordvision, MF</i> EBU
<b>SI</b>	RTV SI	17.4	Yes, single-	Yes,	On an ad-hoc	EBU



	Employer organisation	Sectorial density (%) employees	Collective bargaining	Consultation		National, European and international affiliations
			employer	unilaterally	basis	
<b>SK</b>	RTVS	31.8	Yes, single-employer	Yes, unilaterally	On an ad-hoc basis	EBU
<b>UK</b>	BBC	23.5	Yes, single-employer	No	–	EBU

Notes: <sup>a</sup> A collective agreement in TVP was in force a few years ago according to the interview by the national correspondent.

<sup>b</sup> Not included in national report.

na = not available

n/a= not applicable

**Table A3VII: Domain coverage and description of employer organisations, 2011**

	Employer organisation	Domain coverage	Domain description
<b>AT</b>	FVFM	Sectionalism	Film and music private companies
	FVKKV	Sectional overlap	Private companies in film projection and cultural entertainment
	VÖP	Sectional overlap	Private broadcasting companies
<b>BE</b>	ABDF-VFDB	Sectionalism	Film distributors companies
	FCB	Sectional overlap	Film projection companies
	ARPF-Doc	Sectionalism	Filmmaker companies and film directors
	UPFF	Sectionalism	French-speaking filmmakers companies
	VFPB	Sectionalism	Flemish-speaking filmmakers companies
	VOTP	Congruence	Flemish private broadcasting production companies
	VOTF	Sectionalism	Flemish private television services companies
	FEBELAV	Congruence	Audiovisual companies
<b>BG</b>	BAEC (BAROK)	Overlap	Companies in cultural activities (music and dance; museums, galleries and fine arts; cultural animation; audiovisual; design; and so on)
	ABBRO	Congruence	Broadcasting companies
	ATP	Overlap	Production companies in television business
<b>CZ</b>	APA	Sectionalism	Production managers and production companies
<b>DE</b>	GPA	Sectionalism	Private television and film production companies
	VPRT	Sectional overlap	Medium and large-sized private broadcasters and telecommunication companies

	Employer organisation	Domain coverage	Domain description
	TPR	Sectionalism	Private radio companies
	VDF	Sectionalism	Film and television film private companies
	VTFF	Sectional overlap	Technical service provider companies for film and TV productions
	HDF	Sectionalism	Film projection companies
<b>DK</b>	PRO-F	Overlap	na
	Radioerne	Congruence	Local radio and TV stations
<b>EL</b>	SAPOE	Sectionalism	Cinematography and television private production companies
	EIIRA	Sectionalism	Private radio stations of the Attica region
	EITISEE	Sectionalism	Private television stations
	EPEK	Sectionalism	Regional and local private television stations
	TEP	Sectionalism	Regional private televisions
<b>ES</b>	FAPAE	Sectionalism	Private audiovisual producers
	AERC	Sectionalism	Private radios stations
	FEDICINE	Sectionalism	Private cinematographic distribution companies
<b>FI</b>	PALTA	Sectional overlap	Private companies in the service sector
	VKL	Sectional overlap	Private companies in audiovisual and communication sectors
	RM	Sectionalism	Private radio stations
	SEK	Sectionalism	Private film producers companies
	SATU	Sectionalism	Private producers companies
<b>FR</b>	USPA	Sectionalism	Private companies in film, video and television programme production, sound recording and publishing activities
	SPECT	Sectionalism	Private companies in entertainment programme production
	AFPF	Sectionalism	Private companies in film production
	SPI	Sectionalism	Private producers (mainly SMEs)
	ACCES	Sectionalism	Private cable and satellite TV
	APC	Sectionalism	Private companies in film production
	API	Sectionalism	Private producers (mainly large companies)
	CNRA	Sectionalism	Non-profitmaking private radio stations
	FICAM	Sectionalism	Film projection, audiovisual and multimedia companies
	SEPP	Sectionalism	Private publishers companies

	Employer organisation	Domain coverage	Domain description
	SIRTI	Sectionalism	Private radio stations
	SNEP	Sectionalism	Private companies in music publishing
	SNRL	Sectionalism	Private radio stations
	SNTP	Sectionalism	Private local TV stations
	SPFA	Sectionalism	Private animation film companies
	SPPAM	Sectionalism	Private audiovisual and musical programmes companies
	SRGP	Sectionalism	Private radio stations
	SRN	Sectionalism	Private radio networks
	TLSP	Sectionalism	Local public service TV
	UPF	Sectionalism	Private film producers
	APFO	Sectionalism	Private advertisement film producers
	STP	Sectionalism	Private TV stations
	UPFI	Sectionalism	Private music producers
	SPI	Sectionalism	Private independent producers
<b>HU</b>	IVSZ	Overlap	Companies in ICT sector
	MAPSZ <sup>a</sup>	na	na
<b>IE</b>	SPI	Sectionalism	Private film, television and animation production companies
	IBEC	Overlap	All companies in the sector
<b>IT</b>	ANICA	Sectionalism	Film projection, audiovisual and multimedia companies
	APT	Sectionalism	TV producers
	UNIVIDEO	Sectionalism	Audio and video publishing companies
	EA	Sectionalism	Dubbing companies
	ANEC	Sectionalism	Film projection companies
	ANEM	Sectionalism	Film projection (mainly multiplex) companies
	AFI	Sectionalism	Sound recording and music publishing activities (mainly SMEs)
	FIMI	Sectionalism	Sound recording and music publishing activities (mainly multinational corporations)
	PMI	Sectionalism	Sound recording and music publishing activities (mainly independent producers)
	FRT	Sectionalism	Private radio and TV stations
	RNA	Sectionalism	Private radio broadcasting companies (mainly at national level)

	<b>Employer organisation</b>	<b>Domain coverage</b>	<b>Domain description</b>
	Aeranti-Corallo	Sectionalism	Private radio and TV broadcasting companies at national level (mainly at regional level)
	Unindustria	Sectional overlap	Companies in the Lazio region
	Assolombarda	Sectional overlap	Companies in the Milan region
<b>LT</b>	na	na	na
<b>LU</b>	na	na	na
<b>LV</b>	LIKTA	Overlap	Companies in ICT sector
	LKA	na	na
<b>MT</b>	na	na	na
	NVCR	Sectionalism	Commercial radio companies
<b>PL</b>	ZPMP	Sectionalism	State-owned media companies
	ZPPM	Overlap	Private companies in print media and audiovisual sector (mainly private)
	APEC	Sectionalism	Film projection companies
<b>PT</b>	APR	Sectionalism	Broadcasting and programming companies
	APIT	Sectionalism	Private TV producers
<b>RO</b>	UNPR	Sectional overlap	All private companies in sector
	ROMEDIA	Sectional overlap	Private companies in the mass media
	MCPN	Sectional overlap	Activities performed in the cultural and national heritage public institutions and companies
	UPFAR-ARGOA	Sectionalism	Private independent producers
<b>SE</b>	MF	Overlap	Companies in media industries
	Swedish Film & TV producers Association <sup>a</sup>	na	Independent production companies in film, documentaries, television programmes and commercial films
<b>SI</b>	SNAVP	Sectionalism	Private audiovisual producers
<b>SK</b>	na	na	na
<b>UK</b>	PACT	Sectional overlap	Professional companies providing services within audiovisual under 'facilitator' membership
	RadioCentre	Sectionalism	Commercial radio

*Notes: Companies providing public broadcasting services are excluded as that is their domain.*

*<sup>a</sup> Not included in national report.*

*na = not available*

## **Annex 4: Country groups and codes**

### **Country groups**

**EU15** 15 EU Member States prior to enlargement in 2004

**EU27** Current 27 EU Member States

**NMS** 12 New Member States that joined the EU in May 2004 (Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia) and in January 2007 (Bulgaria and Romania)

### **Country codes**

The order of the countries follows the EU protocol based on the alphabetical order of the geographical names of countries in the original language.

<b>BE</b>	Belgium
<b>BG</b>	Bulgaria
<b>CZ</b>	Czech Republic
<b>DK</b>	Denmark
<b>DE</b>	Germany
<b>EE</b>	Estonia
<b>IE</b>	Ireland
<b>EL</b>	Greece
<b>ES</b>	Spain
<b>FR</b>	France
<b>IT</b>	Italy
<b>CY</b>	Cyprus
<b>LV</b>	Latvia
<b>LT</b>	Lithuania
<b>LU</b>	Luxembourg
<b>HU</b>	Hungary
<b>MT</b>	Malta
<b>NL</b>	Netherlands
<b>AT</b>	Austria
<b>PL</b>	Poland
<b>PT</b>	Portugal

<b>RO</b>	Romania
<b>SI</b>	Slovenia
<b>SK</b>	Slovakia
<b>FI</b>	Finland
<b>SE</b>	Sweden
<b>UK</b>	United Kingdom

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